



Gladue Aftercare Worker

Reporting to Child & Family Wellbeing Manager

Child & Family Wellbeing Department/Health & Social Services

**PERMANENT
FULL-TIME @ 35 HOURS
PER WEEK**

Normal Work Hours:
Monday – Thursday:
8:15am to 4:30pm
&
Friday:
8:15am to 1:15pm

**This is an in-office
position.**

Salary:
Start Rate - **\$32.07 to
\$34.77 per hour***

*While Alderville First Nation Salary Grid will apply – **start rate will be commensurate with experience.**

Benefits:

- ☑ Paid Vacation!
- ☑ Paid time off over Holiday Shutdown!
- ☑ 14 Statutory Holidays!
- ☑ Paid Sick Leave!
- ☑ Group Health & Dental Benefits including Long-term Disability (LTD) and Employee Family Assistance Program (EFAP)!
- ☑ Pension Plan with Employer Match!

JOB SUMMARY:

The *Gladue Aftercare Worker* is responsible for the effective and efficient delivery and administration of the Gladue Aftercare Program to members on and off territory/reserve. The Gladue Aftercare Worker will assist clients to follow through with recommendations of their Gladue Report upon sentencing. The Gladue Aftercare Worker will provide holistic alternative direct services, and make necessary referrals to programs and services, within AFN Health & Social Services, corrections and in the community. The Gladue Aftercare Worker will work within the Child & Family Wellbeing interdisciplinary team.

KEY JOB FUNCTIONS:

- Works closely with AFN Members, adults and young people, to provide case and file management by assisting clients to follow through with recommendations of their Gladue report upon sentencing.
 - Works closely with clients who had a Gladue letter or report submitted to the court at any time in the past, or who are awaiting a Gladue letter or report that has been commissioned on their behalf.
 - Works in partnership with the Justice Worker and the larger intervention team to provide direct support, advocacy and appropriate referrals, in a timely manner.
 - Advocates and educates justice stakeholders regarding Gladue principles as necessary.
- Carries the knowledge of and understands the history of Indigenous people.

Program Management Duties:

- Meet with clients to support them through the Gladue Report process; makes recommendations for alternative sentencing, such as restorative justice, healing circles or culturally appropriate treatment options.
- Incorporates a trauma-informed approach to recognize and respond to all forms of trauma and the necessity of supporting Indigenous people in a culture of tradition and safety in their healing journey.
- Works with the Gladue Writer in developing sentencing recommendations.
- Meets with clients to provide individual counselling and care plans.
- Advocate on behalf of and refer clients to appropriate services within the community.
- Meets with the client’s family to facilitate understanding and meeting the conditions the courts have imposed.
- Provides recommendations and support to the family on how they can support the client.
- Attends Court, specifically Bail Court to identify and advocate for clients who could benefit from a Gladue Report or Letter either at the Bail stage or Sentencing.
- Maintains up to date client files that track and evaluate participation and progress in the program.
- Upon receiving a referral specific for Youth under 18 years of age, make every effort to connect with the client’s parent/guardian.
- Build a wraparound approach to healing with the client families and significant others if possible.
- Ensures Gladue report recommendations are explained thoroughly to the client in regard to compliant/non-compliant.

Administrative Duties:

- Completes applications for treatment centres and coordinate travel.
- Provides follow-up services to chart client’s progress.
- Prepares Gladue letters when appropriate.
- Ensures appropriate reporting is completed in a timely manner.
- Maintains comprehensive and up-to-date files and systems that are essential components of good program management, and demonstrated the program is being delivered according to proposed work mandates and workplans.
- Ensures client confidentiality is maintained.

Outreach and Promotion:

- Networks with stakeholders, community agencies, participants, and families. • Respond to general enquiries regarding the Gladue Services Program.

MINIMUM QUALIFICATIONS:

- Social Service Work Diploma or Degree or equivalency to Social Services education with minimum of 2 years experience in a social or justice services environment.

Specialization Required:

- Minimum two (2) years' work experience in Social Work or in the Community and Justice field, preferably for an Indigenous organization.
- Knowledge of the judicial system, Criminal Code, and other related federal and provincial statutes, and related court decisions regarding Indigenous persons.
- Ability to work flexible hours, including evenings and/or weekends.

Considered an asset:

- Knowledge and awareness of Indigenous culture, traditions, teachings, community dynamics with an understanding of the impacts of trauma.
- Experience in program delivery and administration.

Minimum Requirements:

- CPR and First Aid, and AED; ongoing renewal as required to maintain current certification.
- Criminal Reference check and Vulnerable Sector Search are required if employment is offered.
- Must have valid class 'G' Ontario Driver's License, \$1M liability insurance and access to reliable transportation.

PREFERRED EXPERIENCE:

- Strong communication skills, with the ability to build positive work relationships with external agencies and justice stakeholders.
- Ability to work independently and with a team, with minimal supervision.
- Good organizational and administrative skills.
- Excellent report writing skills.

**** For full job description, contact Human Resources****

DEADLINE TO APPLY: *Tuesday, January 7th, 2025.*

HOW TO APPLY: Applications must include a cover letter, current resume and three work-related references (name, phone #, email address of former Supervisors) and/or letters of reference).

HOW TO CONTACT: Human Resources Recruitment
Phone: 905-352-2011 ext. 217
Email: humanresources@alderville.ca

Note:

Consideration will be given to documented past employment performance, attendance and reliability history for applicants previously employed by AFN. Applicants must meet the minimum qualifications outlined to be considered for an interview. Only those applicants selected for an interview will be contacted.

The AFN is committed to employment equity. All qualified candidates are encouraged to apply, however, qualified candidates who self-identify as members of Alderville First Nation or as "Aboriginal" as defined in the AFN Recruitment Policy, will be given preferential consideration for any position.

Chief & Council retain the right to make the final decision on the selection of the successful candidate.