



**KTUNAXA
NATION**

We invite you to apply for the position of...

COMMUNITY AND JUSTICE ADVOCATE

SOCIAL INVESTMENT SECTOR

FULL TIME POSITION

The Ktunaxa Nation is characterized by the spirit of courage, initiative, innovation, perseverance and leadership that it has brought to the work of preserving and protecting both the past and the future of its people. This has been accomplished through the exceptional commitment and vision of its human resources. It is therefore expected that employees who represent the Ktunaxa Nation will be committed to honouring the spirit of the Nation's work by putting their best into all that they do and by conducting themselves at all times ethically, professionally and respectfully.

POSITION SUMMARY

The Community and Justice Advocate provides support to the well-being of marginalized or at-risk populations, both Aboriginal and non-Aboriginal; being innovative, flexible, organized and responsive to the needs of all clients, both Aboriginal (First Nations, Métis and Inuit) and non-Aboriginal. Working collaboratively and consultatively with the communities (Band organization, families, elders), the Métis Associations, urban Aboriginal organizations, staff and extensive community network of social services and law enforcement partners.

The position provides a point of engagement for individuals that can be harder to engage and enables individuals to receive formal support that are purposefully engaged in providing services and making connections.

The Community and Justice Advocate functions as part of a multi-disciplinary team of professional specialists who are dedicated to the empowerment and well being of Aboriginal peoples. Specifically the Community and Justice Advocate is entrusted to:

- assist people at risk and the community, through the provision of supports, to ensure they reach the Ktunaxa Mission goal of strong, healthy citizens and communities speaking our languages and celebrating who we are and our history in our ancestral homelands, working together managing our lands and resources within a self-sufficient, self-governing Nation.
- assess the needs of the at-risk population,
- liaise and collaborate with community partners to determine barriers/challenges to and possibilities of making the community resources more accessible to those in need,
- when there is no other means to ensure access to services, advocating for services elsewhere or for new services within the community,
- facilitate meetings for collaboration among partners.

DUTIES AND RESPONSIBILITIES

Coordinate services to all vulnerable population including those who are aging out of care (youth), homeless or at risk of becoming homeless. This includes all Aboriginal and non-Aboriginal people, on and off reserve

- Evaluating/assessing level of risk to staff, client, community
- Involving appropriate community partners as required in the best interests of the client
- Facilitate open forums and groups to investigate the need for further services
- Investigate client concerns and involve authorities when necessary
- Validate complaint or perception of problem
- Decide on recommended plan of action corresponding to the degree of need
- Deal with a range of feelings/emotions amongst affected parties
- Recreation activities with vulnerable adults
- Connecting with KKCFSS and CLBC youth who will be aging out of care (bridge services)
- Provide all services required to establish, implement and deliver services in Indigenous Justice, Alternative Measures, Community Work Service placement and monitoring.
- Working with Restorative Justice and the Nation members who have the Restorative training and help them achieve certification
- Creating and working towards a seasonal on-the-land justice/vulnerable adult camp (dependent upon funding)

Ensure that the roles and responsibilities of the agency are shared with community, both Aboriginal community and non-Aboriginal community providing services to at-risk populations.

POSITION QUALIFICATIONS

Academic Preparation

University Degree – Bachelor Degree in Justice Studies or related field

Required Skills, Knowledge and Experience

- 2 years experience working with people at risk
- 2 years experience working with Aboriginal communities
- Extensive knowledge of Aboriginal issues both historical and current in British Columbia
- Knowledge of ethics and professional approaches in resolving ethical dilemmas
- Be a positive community role model
- Work in ways which empower and build capacity among individuals and communities
- Ability to work collaboratively and effectively with other staff as well as other inter-disciplinary partners in both the aboriginal and non-aboriginal communities
- Commitment to the capacity of individuals and communities to promote their own health and well-being
- Excellent communication skills, including written, oral and computer skills
- Maintain confidentiality
- Ability to ensure one's own and clients' safety
- Ability to deal effectively with conflict and apply dispute resolution and problem solving and negotiating skills in an effective and problem solving manner
- Problem solving skills and strategies – ability to engage individuals presenting strong emotions and at times resistance to the involvement of justice workers
- Willingness to analyze approaches used with families, to learn from mistakes, and to explore alternative strategies to working with families
- Understanding of drug and alcohol related issues
- Understanding of HIV and Hep-C

Other Skills, Knowledge and Experience

- Committed to life-long learning
- Be self-directed, flexible and able to work independently
- A valid drivers' license and reliable vehicle available at work

Ktunaxa Applicants are encouraged to apply for this position regardless of experience or qualifications as on the job training may be considered. Support to apply for this position can be accessed through the Education and Employment Sector Service Center

Come with your willingness to learn!

Please submit your cover letter and resume telling us what attracts you to the position and how your experiences relate.

**Human Resources
Ktunaxa Nation Council
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Cranbrook, BC V1C 7E5
KNC-HR@ktunaxa.org Fax: (250) 489-2438**

CLOSING DATE: Open until filled

We thank those who apply; however, only those selected for an interview will be contacted.