



# Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Link's Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

Corporate Headquarters:  
Toll Free Phone: (866) 225-9067  
Toll Free Fax: (877) 825-7564  
L9 P23 R4074 HWY 596 - Box 109  
Keewatin, ON P0X 1C0

# Job Board Posting



Careers.Indigenous.Link

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## Gladue Writer

<b>Job ID</b>	<b>6D-83-DA-88-27-00</b>	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=6D-83-DA-88-27-00">https://careers.indigenous.link/viewjob?jobname=6D-83-DA-88-27-00</a>	
<b>Company</b>	Ontario Native Women's Association	
<b>Location</b>	Ottawa, Ontario	
<b>Date Posted</b>	From: 2021-06-09	To: 2021-12-06
<b>Job</b>	Type: Full-time	Category: Service Sector
<b>Languages</b>	English	

### Description

#### ONWA MANDATE

The Ontario Native Women's Association (ONWA) is a not for profit organization that empowers and supports Indigenous women and their families in the province of Ontario.

ONWA encourages the participation of Indigenous women in the development of Federal, Provincial, Municipal/Local government policies that impact their lives and ensure issues affecting Indigenous women and their families are heard at key government tables.

ONWA is committed to providing services that strengthen communities and guarantees the preservation of Indigenous culture, identity, art, language and heritage. Ending violence against Indigenous women and their families and ensuring equal access to justice, education, health, environmental stewardship and economic development, sits at the cornerstone of the organization. ONWA insists on social and cultural well-being for all Indigenous women and their families, so that all women, regardless of tribal heritage may live their best lives.

#### SCOPE

The Gladue Writer will ensure accountability of the program operation and deliverables. They will coordinate and develop the services of the Gladue Program internally and externally that support Indigenous woman. The Gladue Writer will further provide ongoing awareness of the Gladue Program and provide written reports for Indigenous women that identify systemic or historical factors to assist Indigenous Women before the courts and assist in identifying ways to address these.

#### QUALIFICATIONS:

- Minimum diploma/degree in Journalism/ Law/or Social Sciences, coupled with a minimum of three (3) to five (5) years working experience in a writing role for Indigenous Peoples.

- Three (3) to five (5) years working experience within the justice sector.

- Proven working experience in supporting and advocating for Indigenous Women and their families.

- Solid understanding of the systemic barriers and historical factors Indigenous Women face.

- Working knowledge of local culturally grounded supports and services available for Indigenous women.

- Successful working experience influencing, changing, affecting, impacting law as it relates to Indigenous Women.

- Proven ability to bring creative and progressive ideas to the table in support of Indigenous Women impacted by current law.

- Self-motivated and confident in making sound decisions.

- Exceptional written communication skills and attention to detail.

- Strong organizational, project management and time management skills.

- Ability to meet deadlines and adapt to changing priorities.

- Positive, collaborative and team oriented attitude.

- Able to manage and prioritize many conflicting priorities simultaneously.

- Strong connection to other social service providers within the community that relate to this position.

- Candidate must be willing to work flexible hours as needed.

- Must be dependable, able to follow instructions, respond to management direction and be able to improve performance through management feedback.

- Capacity to solve problems and to see different perspectives.

- Ability to plan, organize and manage time effectively.

- Highly motivated individual with the ability to work with minimal supervision.

- Excellent organizational and communication skills and an ability to follow through on assigned duties independently with strict deadlines.

- Knowledge of Not-For Profit Organizations

- Proficient working knowledge of MS Office Software, internet, and general office equipment.

- Ability to travel.

- Reliable vehicle, appropriate vehicle insurance coverage and valid Ontario G class driver's license.

- Current, valid vulnerable sector criminal records check. Valid 1st Aid/CPR.

- A cellular phone and internet access is required within this position

- Must be willing and able to work a flexible working from home arrangement if required. This may include a combination of virtual remote work in your home and in office arrangements. This will be based on operational needs and will be determined by the ONWA.

- Ability to speak an Indigenous Language is considered an asset.

#### KEY CORE COMPETENCIES REQUIRED:

- Inter-cultural Competency Informed Understanding Understands to incorporate a personal responsibility to increase sensitivity, awareness and implementation of ONWA's cultural teachings and organizational practices in both professional conduct and work related deliverables.

• Indigenous Gender-Based Analysis Informed • Understands to incorporate an intersectional approach to gender, race and discrimination and subsequent intergenerational impacts affecting Indigenous women and their families.

• Trauma-Based Practice Informed • Understands to incorporate a trauma-informed approach to recognize and respond to all forms of trauma and the necessity of supporting Indigenous women in a culture of tradition and safety in her healing journey.

• She is Wise Leadership Informed • Understands to incorporate the Four Agreements within daily responsibilities and combined with ONWA's cultural teachings contribute to the empowerment and leadership of Indigenous women within their communities.

#### RESPONSIBILITIES - SPECIFIC:

1. To meet with Community Members to interview, research and write Gladue Reports through an Indigenous woman's lens.
2. Coordinate the facilitation of the Gladue Report.
3. Work in collaboration with After Care Worker(s) for the betterment of Community Members.
4. To assist with the development and maintenance of the Referral Guidelines and work in collaboration with the After Care Worker(s) to ensure continuance of services to support the Community Members.
5. To maintain and enhance partnerships with judicial and community resources in the implementation, development and maintenance of the Gladue Writer program through collaborative efforts.
6. To receive appropriate referrals on behalf of program Community Members and maintain all Community Member files in accordance with organizational and program requirements.
7. To liaise with Indigenous and non-Indigenous resource/service providers and After Care Workers to ensure continuance of service.
8. Meet with necessary justice personnel in the development of referral protocols (i.e. Crown Attorneys, Defense Bar and Judges).
9. Maintain collaborative working relationships with the local justice personnel (Judges, Justice of the Peace, Duty Counsel, Defense Lawyers and Crown Attorneys) in the advocacy of the Gladue program.
10. Prepare and submit all reports as required including annual submission, quarterly and annual reports in accordance with program and organizational requirements in a timely manner.
11. Provide regular updates on overall program operation including program updates to Community Members, Indigenous and Non-Indigenous service providers, justice personnel and the ONWA.
12. Undertake program promotion and awareness (staff training, newsletters, media submission, community education).
13. Become knowledgeable regarding community resources (Indigenous and Non-Indigenous) available to Indigenous Community Members.
14. Prepare sentencing reports for Indigenous Community Members at the request of Defense Counsel, Crown or the Court.
15. Assist Defense Counsel or the Court with suggestions and recommendations for sentencing regarding Indigenous Community Members with backup on what works in areas of sentencing.
16. Assist/participate in evaluation exercises and seek on-going feedback of program operations. Travel as required;
17. Other duties as assigned.

#### RESPONSIBILITIES • ADMINISTRATIVE:

1. Complete monthly reports and submit to supervisor when required.
2. Complete quarterly reports on or before the requested due date.
3. Complete reports to funders as required.
4. Complete and attend supervisions on a regular basis.

#### RESPONSIBILITIES • PUBLIC RELATIONS:

1. Promote the program within the community.
2. To adhere to professionalism in representing the organization at all times and maintain good communications.

#### EXPECTED STANDARDS OF PERFORMANCE:

1. Adhere to the Policies and Procedures as set by the ONWA.
2. Representation on committees as required for the enhancement and benefits of ONWA's programs.
3. To network and promote ONWA and all ONWA related programs. Maintain good communication.
4. Maintain professionalism at all times.
5. The completion of functions outlined in the description and the achievement of goals set to a high level.
6. Attendance and conduct at work according to the requirements of the Association's Personnel Policy.
7. Adherence to the Code of Ethics, and positive relationship building.

#### AUTHORITY:

To execute duties and responsibilities outlined in this job description.

#### How to Apply

To apply, please click [Apply Now!](#)