

**United Native Friendship Centre  
Job Description**

<b>Position Title: Kizhaay Anishinaabe Niin Program Worker</b>	<b>Date Created:</b>
<b>Job Class 3</b>	<b>Date revised: April 2020</b>

**A. IMMEDIATE SUPERVISOR:** Assigned Team Lead

**B. SUPERVISION:** Employed by the United Native Friendship Centre responsible to the policies and directions determined by the Board of Directors and the Executive Director.

**C. OVERVIEW OF POSITION:** The Kizhaay Anishinaabe Niin Program Worker is responsible for the provision of Indigenous culture-based community services focused exclusively on the engagement of Indigenous men and male youth committed to ending all forms of violence perpetrated against Indigenous women and girls.

**POSITION RESPONSIBILITIES:** The Kizhaay Anishinaabe Niin Program Worker provides Indigenous culture based one-on-one peer counselling and group activities to support men and male youth who are committed to ending violence against Indigenous women and girls in their personal lives and within their community. The Worker is responsible for the overall implementation, coordination, facilitation, monitoring, and evaluation of the Kizhaay Anishinaabe Niin Program. The Worker facilitates the program in alignment with the Kizhaay Anishinaabe Niin Community Action Toolkit while adapting elements of the model to meet community identified needs and interests. The Worker will ensure that program design and delivery comply with Friendship Centre and OFIFC standards of performance and that all program requirements are achieved in a timely manner.

Through effective service delivery, the Kizhaay Anishinaabe Niin Program Worker establishes an environment in which men and youth-aged males examine their own behaviours and collectively contribute to ending violence against Indigenous women and girls.

**QUALIFICATIONS:**

- Post-secondary education in Indigenous Studies and/or combination of equivalent and relevant educational experience
- Strong knowledge and awareness of Indigenous culture and history, with particular emphasis on family violence, child welfare, the impacts of trauma

- Understanding of Indigenous youth engagement models of practice, community engagement methodology, event coordination and program facilitation approaches
- Knowledge and experience working with justice system involved Indigenous men and male youth
- Minimum of four years of demonstrated and related work experience within an Indigenous organization or community
- Strong communication and interpersonal skills
- Ojibway language is an asset
- Satisfactory Vulnerable Sector check
- Experience in statistical, quarterly and annual reporting
- Must possess a valid Ontario Driver's license, have access to a vehicle and be willing to travel when required
- Valid Standard CPR/First Aid and WHMIS Certification

#### **D. POSITION OBJECTIVES:**

- Support the reclamation and revitalization of men's responsibility to end violence perpetrated against Indigenous women and girls.
- Ensure access to Indigenous Cultural Knowledge and increase understanding of Traditional Roles and Responsibilities based on local Indigenous Knowledge.
- Increase resilience amongst program participants by empowering men and youth-aged males to acknowledge and resolve their own trauma.
- Promote improvements in men's overall wellbeing and foster enhanced community wellness through the provision of effective culturally based program service delivery.
- Other duties as required.

#### **E. JOB SPECIFICATIONS:**

##### *Direct Supports*

- The provision of Indigenous culture-based men's programming promotive of healing, skill building and the practice of alternative options to the use of violence.
- Facilitation of programming within correctional institutions and the provision of reintegration support for men and youth-aged males involved within various stages of criminal justice system involvement.
- Educate men and youth-aged males in approaches to identifying and addressing their own abusive behaviours and implement alternative approaches to conflict resolution.

- Encourage healthy violence free lifestyles through the provision of educational supports and the establishment of a supportive learning environment.

### *Coordination*

- The coordination of local community events to promote Indigenous men's roles in ending violence perpetrated against Indigenous women and girls.
- Create opportunities for Indigenous men and youth-aged males to engage with Elders, Traditional people, cultural and land based activities as a component of programming.
- The referral of participants to appropriate counselling and treatment services in instances where mental illness and substance use are identified as issues of concern by the participant.
- The promotion of healing circles, peer support networks and self-help processes to assist in men's healing, positive identity development, learning alternative approaches to child discipline and intimate partner conflict resolution strategies.

### *Planning and Networks*

- Provide alternative options to institutional involvement through collaboration with Ontario Court of Justice administration, Probation and Parole Offices, and Correctional Institutions.
- Nourish community leadership capacity by supporting Kind Men who have undergone their own healing and wellness journey within the Kizhaay Anishinaabe Niin Program to continue their work contributing within their own local community.
- Establish relationships with local community service providers in support of increasing referral options for program participants.
- Promote an understanding of the Kizhaay Anishinaabe Niin approach to ending violence perpetrated against Indigenous women and girls.

### *Administration*

- Submission of quarterly reporting as required.
- Ongoing input of participant and program information into Integrated Database.
- Participation in Evaluation activities as required.
- Other administrative duties as required by each Friendship Centre.

## **F. TECHNICAL AND BEHAVIOURAL COMPETENCIES:**

- Behave in a manner that serves as an example of positive cultural values, attitudes, beliefs, and actions.
- Ability to work with justice system involved men and male youth in a correctional centre environment.
- Remain current and implement wise practices in program service provision from a culture based and male healing focused platform.
- Ensure quality assurance systems are adhered to, implemented and maintained and measure the impacts and outcomes of program supports provided to urban Indigenous men and male youth on an ongoing basis.
- Participation in relevant training and professional development activities in accordance with the Friendship Centre's objectives and within budgetary constraints.

**EVALUATIONS:** This position shall be evaluated after completion of a three- and six-month probationary period and on an annual basis thereafter. It will be based on the standard of performance and the specific goals of the program as agreed upon by the Board of Directors and the Executive Director.