

**UNITED NATIVE FRIENDSHIP CENTRE
JOB DESCRIPTION**

Position Title: Intergenerational Strength and Resiliency Worker	Created: May 2023
Job Class 3	Revised:

Immediate Supervisor: Assigned Team Lead

Supervision: Employed by the United Native Friendship Centre responsible for the policies and directions, as determined by the Board of Directors and the Executive Director, and under the direct supervision of the Assigned Team Lead or Designate.

Purpose of the Position: To ensure that the intergenerational traumas caused by Indian Residential Schools are addressed through strengths-based approaches to achieve and maintain a good mind while promoting healthy lifestyles, improving individual and family emotional well-being, and providing access to cultural knowledge and activities that foster self-respect and identity.

Qualifications:

- The candidate will possess post-secondary education in mental health or addictions, Indigenous studies, social work, child and youth work or combination of the equivalent and relevant education.
- The candidate will have a minimum of three (3) years of demonstrated and related work experience with health and social services and Indigenous cultural approaches to mental health and addictions issues.
- The candidate will have strong knowledge and awareness of Indigenous culture and history, with particular emphasis on the impacts of trauma, family violence, Indigenous youth engagement and community outreach.
- The candidate will have a proven ability to organize, evaluate, communicate, and present information, both verbally and written.
- Works well with individuals and groups.
- Accepting, supportive and sensitive to the culturally based activities, teachings, and practices of UNFC (ie. Smudge, Drumming, Ceremonies etc.)
- Current First Aid/CPR and WHMIS Certification.
- Valid Driver's License and access to your own vehicle.
- Provide a satisfactory Vulnerable Sector Check

Core Competencies: *These competencies must be exhibited by every employee in an organisation. The degree to which they are expected to be exhibited will vary across different roles. Often, core competencies are a list of behaviours that are a direct reflection of the organisation's culture and values.*

- Demonstrates knowledge and a clear understanding of the historical and intergenerational traumas carried among the Indigenous peoples of Turtle Island.
- Demonstrates an understanding of all other systemic issues faced by urban Indigenous communities.
- Ensures deadlines are met and work is completed properly.

Technical Competencies: *These competencies are the skills, attitudes and behaviours (non-technical) required for success in the role. Some examples include but are not limited to:*

- Has the ability to use sound reasoning when faced with various issues, and to make quick, effective decisions.
- Has the ability to develop, adhere to and be accountable to a work plan.

Behavioural Competencies: *These competencies refer to the professional and technical skills, knowledge, industry, or related expertise required for acceptable performance. Some examples include but are not limited to the following:*

- Always demonstrates professional standards of conduct.
- Utilises effective time management in all duties and responsibilities.
- Respects all within the organization in compliance with the Lateral Violence Policy and Code of Conduct.

Key Responsibilities:

Service Coordination

- Coordinates with other Friendship Centre programs, staff and Indigenous organisations to promote a coordinated approach to healing and wellness services.
- Participates in priority-setting at external committees and coalitions relevant to addressing intergenerational traumas.
- Promotes the development of protocols and referral agreements with urban Indigenous organizations, mainstream health and social service agencies, Indigenous traditional health practitioners, and other relevant community partners and stakeholders as it pertains to the needs of the urban Indigenous community.
- Improves awareness and understanding across communities of Indigenous cultural values and historical context, especially as relates to intergenerational trauma or other factors that impact mental health and addictions.
- Promotes awareness and ensures access to the program through a variety of outreach efforts and promotional activities.
- Coordinates the purchase of mental health services and counselling.
- All other reasonable duties as may be required and as determined by Executive Director or Designate.
- Conducts peer counselling, i.e., providing support, encouragement, and resource information for urban Indigenous individuals and their families.
- Conducts client intakes and identifies traumas, mental health, addictions, and other related needs.
- Provides wrap-around services and strengths-based action plans for Indigenous community members, ex. healing, wellness, addictions free activities, positive parenting, family interaction and cultural awareness.
- Coordinates the development of healing circles, peer support groups and self-help processes to assist in community healing, anger management, positive self-image development, alternative discipline methods and positive relationships.
- Offers land-based activities, opportunities for transmission of cultural knowledge, and connections to Elders and traditional knowledge holders to support cultural healing and positive self-identity.

- Accurately reports and ensures all program objectives are being met in accordance with agreements.
- Utilizes quarterly reporting tools and database (if applicable) to input all data as required.

Work Conditions: *If the job requires a person to work in special working conditions this should be stated in the job description. Special working conditions cover a range of circumstances from regular evening and weekend work, shift work, working outdoors, working with challenging clients, travel and so forth.*

- Flexible hours/schedules.
- Operation of computer and peripherals.
- Interaction with employees, management, other service providers, and the public at large.
- Travel may be required.

Key Contacts/Relationships: *This section clarifies the level of contacts with other jobs within and external to your FC. It is important to determine the key internal and external relationships needed to build, develop, manage and influence in order to perform the responsibilities of the job.*

Internal Examples

- Executive Director and / or senior Management team
- Friendship Centre employees / peers (position titles)
- Clients

External Examples

- Stakeholders
- Partners, Funders and Collaborators
- OFIFC Staff

Evaluation: This position shall be evaluated after completion of a thirteen (13) week probationary period and on an annual basis thereafter. It will be based on the specific goals of the program as agreed upon by the Executive Director and the UNFC Board of Directors.

By signing this document, I acknowledge that I have read, understand, and agree to the above description related to my position at the United Native Friendship Centre.		
Employee Name:		
Employee Signature:		Date: