

**Position Title:**

Child Well-being Supervisor

**Posting Period:** Until the position is filled

**Salary:** \$89,700 - \$92,200 Annually

**Nigig Nibi Ki-win Gamik Society**

Algonquins of Pikwakanagan First Nation has come together to create and assert Nigig Nibi Ki-win, which name came to the AOPFN Tanakìwin by way of our naming ceremony conducted in accordance with Inàkonigewin. For greater certainty, our inherent right to self-government, as affirmed by the United Nations Declaration on the Rights of Indigenous Peoples and s. 35 of the Canadian Constitution Act, 1982, includes jurisdiction in relation to the wellbeing of Ninìdjànisinànig, Weshkinìgidjig, and their families. Algonquins of Pikwakanagan have cared for our Ninìdjànisinànig and Weshkinìgidjig in accordance with our customs and traditions. Ninìdjànisinànig, Weshkinìgidjig, and their families thrived because they were immersed in their language, connected to the land, and cared for by their people. Inàkonigewin has governed these lands for millennia, well before any colonial laws were brought and imposed on our people and lands. By asserting this Law through Nigig Nibi-Ki-win, we are not bringing into force a new law, but using our knowledge of Inàkonigewin to provide aid to our people in a modern context, in a way that cares for them, our ancestors, and our descendants. The only way to undo the damage that has been inflicted on our people by colonial governments is to re-assert our inherent right to care for our Ninìdjànisinànig and Weshkinìgidjig.

**SUMMARY**

The Child Well-being Supervisor will work with the Child Well-Being Manager to oversee program and service delivery and the training of all Nigig-Nibi-Ki-Win Gamik staff involved in this delivery in order to successfully implement and operationalize the Algonquins of Pikwakanagan First Nation's child wellbeing law, Nigig-Nibi-ki-win, through its agency, Nigig-Nibi-ki-win Gamik.

The Child Well-being Supervisor will work collaboratively with the Child Well-Being Manager to identify, recruit, and train staff with respect to the delivery of programs and services to children and families pursuant to the law and in interactions with other governments, as well as develop any programs contemplated under the law.

**DUTIES and RESPONSIBILITIES****1. Supervision and Training**

- Under the guidance of the Child Well-Being Manager, supervises and assists with training any and all staff engaged in the exercise of jurisdiction under the law and the provision of services to children and families.
- Under the guidance of the Child Well-Being Manager, supervises and assists with ensuring all staff adhere to procedures and policies related to program operations and delivery of services.
- Under the guidance of the Child Well-Being Manager, supervises and assists with training any staff functioning as "band representatives" and/or Child Well-Being Workers in relation to proceedings commenced or services delivered by other governments concerning child protection.

- Work with the Child Well-Being Manager to develop the training process and material (e.g., standards, best practices, etc.) for staff.
- Manage staff and work with staff members to resolve personnel issues before escalating to Child Well-Being Manager.

## **2. Program Development**

- Develops programs for the delivery of services through Nigig-Nibi-Ki-Win Gamik.
- Assists the development of processes, systems, and resources to deliver all services contemplated under the law (e.g., wrap-around care).

## **3. On-Call**

- Must be available to respond to emergencies or urgent situations outside of regular working hours, which may include evenings, weekends, and holidays.
- Will respond promptly when contacted during an on-call shift.
- Are capable of diagnosing problems remotely or providing initial troubleshooting assistance over the phone or through email/text.
- May be required to physically report to a location to address emergencies that cannot be resolved remotely, such as emergency situations.
- Must maintain clear communication channels with colleagues, supervisors, and clients to ensure that they are informed about the status of ongoing issues and any actions taken to resolve them.

## **Risk Management**

- Ensures the protection and privacy of all information and records.
- Follows program guidelines, rules, regulations and completes all necessary forms.
- Careful judgement and vigilance are required in the use of social media and other media.
- Participates in a comprehensive risk management plan for Child well-being.

## **WORKING CONDITIONS**

Work involves extensive public contact with clients, emergency services workers, child welfare agencies, and dispute resolution and Grandparent Tribunal. Work involves handling and dealing with issues of a very sensitive and confidential nature that will be subject to deadlines and interruptions. Work involves both in-community and out-of-community travel. Work involves a flexible schedule and on-call rotation. The Child Well-being Supervisor position requires you to sit and stand for various periods of time.

## **EMPLOYMENT REQUIREMENTS**

### **1. Basic Requirements:**

- Bachelor's degree in Social Work at minimum, Master's degree in Social Work is preferred.
- Minimum of two (2) years direct experience working with youth and families in a social service or other related health setting. A minimum of one (1) year with supervisory experience would be considered an asset. Experience working with First Nations, Inuit, and Métis (FNIM) people in a community-based setting would be considered an asset.

## 2. Rated Requirements:

### Knowledge

- Indigenous knowledge, in particular, knowledge of Algonquin child and family values, traditions, and practices.
- Knowledge of traditional healing practices.
- In-depth knowledge of local, regional, and provincial Indigenous and non-Indigenous services.
- In-depth knowledge of Child Welfare legislation, mandates, standards of practice, policies, and procedures such as the *Child, Youth and Family Services Act, 2017*, Bill C-92, Jordan's Principle, Customary Care, etc.

### Abilities

- Coordination and planning of individualized extended wrap-around care.
- Develop training material for and train staff in the delivery of programs and services.
- Develop and structure programs and services that can be operationalized and delivered effectively and that remain grounded in the culture, tradition, and practices of the Algonquins of Pikwakanagan First Nation.
- Develop and maintain *professional* networks for extension of care.
- Proficiency in the use of computers and various software programs.

### Personal Suitability

- Strong interpersonal and leadership skills.
- Strong verbal and written communication skills.
- Ability to organize people and manage workflow.
- Ability to problem-solve and resolve conflicts.
- Ability to work in an interdisciplinary team environment.
- Tact, discretion, and a professional level of confidentiality.
- Self-motivated, reliable, thorough, and proactive.
- Sensitive to Indigenous culture and values.

### Conditions of Employment:

- Proof of Diploma
- Provide an acceptable Vulnerable Sector Check; to be provided upon hire and by request.
- CPR and First Aid Certification; to be provided as necessary.
- Proof of a class "G" driver's license; clear driver's abstract and access to a dependable vehicle.
- Ability to work on-call shifts and flex hours.

### PREFERENCE IN HIRING:

Nigig promotes equal employment opportunities for all applicants. Persons who identify as Indigenous will be given preference as this role serves the needs of members of Algonquins of Pikwakanagan First Nation. Provided the candidate meets the basic requirements of the position and is deemed qualified following the interview process, preference will be given to a) the qualified Indigenous person who is a member of Algonquins of Pikwakanagan First Nation; then to, b) the qualified Indigenous person; then to, c) the qualified non-Indigenous candidate.

**WE OFFER:**

- Competitive Salary
- Pension Plan
- Long- and Short-Term Disability
- Paid sick, vacation and special day leave
- 14 Provincial and Federal Statutory Holidays
- Health Spending account (Dental, Vision, Prescriptions)

Please submit your **cover letter and resume** to: [employment@nigignibi.com](mailto:employment@nigignibi.com)

**Contact Information**

Nigig Nibi Ki-win Gamik Society

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