



Full Time Employment Opportunity Indigenous Support Worker, Independence Apartments Job ID 24-045eC

For over 75 years, enCompass (formerly EJHS) has been rooted in community safety and this will continue to be our focus. We provide holistic services and wraparound supports that address the root causes of crime and social disorder. We do this through preventative and restorative activities including release planning, housing, safety planning, employment transition, education, substance recovery, cultural supports and more. By exemplifying care, compassion and understanding, we are laying the foundations for positive change.

enCompass strives to provide a meaningful work environment through the following:

- Strong focus on employee wellness and work-life balance
- Service recognition and employee awards
- Professional development opportunities
- Staff team building and appreciation days
- Competitive health, dental and RRSP benefits

We are a values-driven organization that supports clients from a strength-based approach. If your values are aligned with our core values listed at: <https://myencompass.ca/about-us/who-we-are/>, please consider joining our team.

Position Summary:

Independence Apartments is a Community Based Residential Facility (CBRF) and a program of enCompass. Its primary focus is to assist adult males in making a successful transition from federal institutions to living a responsible community life. Independence Apartments provides community supervision of clients while at the same time, providing one-to-one support for their transition into the community.

The Indigenous Support Worker provides support and advocacy for Indigenous residents of Independence Apartments. Clients expressing interest in obtaining Indigenous support(s) will be referred to the Indigenous Support Worker by their Caseworker. The Indigenous Support Worker will establish working relationships with clients that allow for identification of healing, spiritual, cultural and other appropriate Indigenous resources of their preference. Our goal is to assist Indigenous clients throughout the reintegration process to ensure they've received the information, skills, knowledge and ability to familiarize themselves with available resources and supports that they can continue to access once released. The Indigenous Support Worker will work evenings and weekends to ensure clients have access to the Indigenous Support Worker throughout their residency.

Responsibilities:

- Regularly meet with, observe, and document resident behaviour, progress or deterioration, both within the CBRF and in the community.
- Delivery of services in a client-centred, strength-based approach.
- Assist clients in obtaining identification, status cards, medical/dental band funding, education and vocational training opportunities, housing and cultural events
- Referrals to Elders and/or culturally appropriate supports
- Maintain unit supply of culturally significant medicines and supplies
- Arrange, coordinate and oversee client participation in cultural events and activities such as sweats, round dances, beading classes, drumming etc. including transportation
- Work with Team Lead and Coordinator to create and develop unit policy that complements cultural practices vs Community Correctional facility standards

- Establish and maintain contact with Indigenous agencies and individuals such as the CSC Indigenous Community Liaison Officer to ensure access to Elders, ceremonies and community gatherings.
- Participate in monthly Case Conferences with Case Management Team members to provide updates on client progress and share resources and services that clients may benefit from.
- Liaise with Caseworkers, CSC staff, Indigenous Liaison Officers, EPS, RCMP, program providers and agency funders.
- Active participation on the agency's Truth and Reconciliation Committee
- Educate/develop staff training/discussions surrounding Indigenous culture and traditional Indigenous practices (i.e. ceremonies, sacred medicines)
- Contribute to a positive culture by assisting and supporting coworkers as required
- Transportation of clients, as required.

Qualifications / Skills:

- Related Diploma/Degree in Human Services. Equivalent education and experience may be considered.
- Grounded in Indigenous culture, traditions and history
- Previous front line experience working with urban Indigenous peoples
- Understanding of oppressive structures, and experience working with disadvantaged populations dealing with life challenges including: poverty, unemployment, lack of education, addictions, family violence, mental health and racism
- Criminal Record Check, Enhanced Reliability Screening and Standard First Aid/CPR
- Valid driver's license, reliable vehicle, and client supportive insurance
- Knowledge of the Federal justice system

Conditions of Employment:

- This is a 40 hour per week position, including evenings from Wednesday – Sunday in order to maximize client interaction.
- Immediate start date.
- The position requires frequent standing, walking up and down stairs, and occasional lifting.
- A criminal record will not disqualify you from employment with us; we evaluate each application individually.

Salary:

The salary range for this position is from \$51,000 - \$60,180 per year.

To apply, submit a résumé and cover letter in one PDF document to hr@myencompass.ca. This employment opportunity will remain open until the position is filled. Please include 24-045eC - Indigenous Support Worker, IA in the Subject Line of the email. Please include how you heard about the position in the cover letter.

Resumes without a cover letter will not be considered.

Only those selected for interviews will be contacted.

Building Safe, Inclusive Communities.

enCompass is committed to achieving a diverse workforce and strongly encourages applications from

people of Indigenous heritage, and people from culturally diverse backgrounds.