



EMPLOYMENT OPPORTUNITY – Gladue Writer

Overview:

Over the past several years, Mi'gmawé'l Tplu'taqnn, Elsipogtog, the Peskotomuhkati Nation at Skutik Council and the Wolastoqey Nation in New Brunswick have individually and collectively been involved in a variety of work related to justice reform. Together, they have worked to establish the Gladue Program in New Brunswick.

While new to New Brunswick, Gladue Programs have been operating across Canada since 1978. In 1999, in a case called *R v Gladue*, the Supreme Court of Canada said that colonialism creates challenges for many Indigenous people, and they are more likely to be sent to jail. The criminal justice system has failed (and continues to fail) Indigenous peoples. Because of this case, in Canada, if you identify as Indigenous and are charged with a crime, judges must apply Gladue principles. Gladue principles are a way for the judge to consider the unique circumstances (experiences) of Indigenous peoples and options other than jail to help address the challenges that Indigenous peoples face.

The three (3) Indigenous Nations and their respective organizations will continue to collaborate on the Gladue Program. The Program will have a single oversight committee with representatives from all Nations to ensure that service standards are similar across the board. It will be delivered by multiple service delivery organizations on a regional basis as follows:

- Mi'gmawé'l Tplu'taqnn will create a justice-specific service agency to service the Eastern Region called Mi'gmaq Justice Initiative (MJl) (Bathurst, Campbellton and Miramichi Courts).
- Elsipogtog will service its Healing to Wellness Court and the Moncton Court; and
- The Wolastoqey Tribal Council Inc. and Mi'gmawé'l Tplu'taqnn will jointly service the Saint John Court.
- The Wolastoqey Tribal Council Inc. will service the Western Region (Edmundston, Fredericton and Woodstock Courts).

Mi'gmaq Justice Initiative wishes to hire a Gladue Writer to write and submit Gladue Reports as requested by the Judge, Crown or Defense Counsel for Indigenous offenders in New Brunswick.

Key Responsibilities:

- Prepare and submit Gladue Reports for Indigenous offenders awaiting sentencing
- Attend sentencing hearings for clients
- Research relevant issues and develop recommendations for consideration by the Court
- Meet with the accused person or other individuals to prepare and write the Gladue Report
- Liaise with Indigenous and non-Indigenous resources/service providers to prepare a well-organized Reports

- Develop and maintain knowledge of the local Indigenous culture, communities, and history, along with important local and regional issues important to Indigenous communities in the region
- Maintain collaborative working relationships with Justice Personnel (Judges, Defence Counsel, Crown Attorney, RCMP) to produce Gladue Reports
- Further develop knowledge regarding community resources (Indigenous and non-Indigenous) available to Indigenous offenders
- Establish and maintain tracking systems and client files, maintain documentation, records and systems that are essential components of good service delivery
- Provide education and training to the courts and other justice system professionals and participants on the Gladue principles, as well as Indigenous culture and history
- Adhere to professional guidelines concerning confidentiality
- Participate regularly in ongoing professional development and training
- Perform other duties as assigned

Qualifications and Attributes

- Bachelor's degree in criminology, Native Studies, Social Work or a related field, and directly related work & lived experience will also be considered.
- Knowledge and understanding of Indigenous culture and traditions and a demonstrated ability to work with Indigenous people. **Preference will be given to individuals with an Indigenous background as per section 42 of the Human Rights Code**
- Some knowledge of justice systems and their functions, sentencing principles, alternative measures, and restorative justice principles
- General understanding of criminal procedures and Acts
- Excellent analytical and problem-solving skills
- Experience in community engagement and working with First Nations communities and/or Indigenous organizations
- Experience working with multiple levels of government (First Nations, provincial, and/or federal)
- Strong technical writing and verbal communication skills
- Knowledge of Microsoft Word, Excel and Database Management Systems would be an asset
- Fluency in Mi'gmaq, Wolastoqey, and/or Peskotomuhkati is considered an asset
- The successful candidates will be subject to a Vulnerable Sector Criminal Record Check
- Must reside within New Brunswick

Additional Notes:

1. Applicants selected for an interview will be required to produce proof of a valid driver's license at the interview.
2. The successful candidate must have regular access to a vehicle.
3. Candidates who currently hold elected political office will not be considered for this position.
4. This position may be a hybrid.

SALARY: The position is dependent on confirmation of funding. Remuneration is commensurate with qualifications and experience. The salary range for this position is **\$40,000-\$60,000.00.** Mi'gmaq Justice Initiative offers competitive salaries to our employees. The working location is in various locations in New Brunswick.

Applications should be submitted in confidence via email, with the subject line "Indigenous Courtworker" to robinaugustine@migmawel.org The deadline for application is **September 20 2024 at 4:00p.m.**

Note: Personal suitability will also be considered during the hiring process.

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