



EMPLOYMENT OPPORTUNITY – Indigenous Courtworker

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 Indigenous Court Worker (ICW) Program in New Brunswick.

While new to New Brunswick, the ICW has been operating across Canada since 1978. The ICW Program is designed to assist Indigenous peoples in the criminal justice system to obtain fair, just, equitable, and culturally appropriate treatment when dealing with the criminal justice system. It helps Indigenous peoples navigate an unfamiliar and sometimes hostile criminal justice system and serves as a bridge between criminal justice officials and Indigenous peoples and communities.

The three (3) Indigenous Nations and their respective organizations will continue to collaborate on the ICW 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 (MJI) (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 Mi'gmaq Justice Initiative (MJI) will jointly service the Saint John Court.
- The Wolastoqey Tribal Council Inc. (WTCl) will service the Western Region (Edmundston, Fredericton and Woodstock Courts).

Mi'gmaq Justice Initiative (MJI) wishes to hire three (3) Indigenous Court workers to work as a liaison between the court and Indigenous peoples who may conflict with the criminal justice system to ensure that they are provided with fair, equitable, culturally relevant and responsive treatment.

Key Responsibilities:

- Work under the direction and supervision of the ICW Manager
- Provide support to the client and their family at the earliest opportunity
- Attend all court sessions, when required.
- Arrange and/or attend court and legal appointments as necessary
- Explain to the client the nature of the charge(s), their rights, responsibilities, and expectations of the court process, and ensure they understand the court proceedings, outcomes, any sanctions or sentences

- Assist in completing affidavits and all other legal forms
- Explain to the client: the sentencing/diversion timelines and/or referrals to an alternative community-based justice program for any interventions, programs and/or treatment
- Explain to the client: the consequences of failing to complete/comply with any sentence/diversion programs, interventions, and treatment as directed by the Court
- Assist the lawyers whenever possible. A good example of this is when the lawyer requests help from the Court Worker in interpreting
- Take Legal Aid applications for all clients seeking assistance for criminal and family law. Usually, the direction to take an application comes from the supervising lawyer
- Keep the accused fully informed as to the developments in the case, and have him/her participate fully in any evaluation and decision-making
- Act as a liaison between the court and Chief and Councils, Community Justice Workers and Community Justice Committees (where applicable)
- Maintain knowledge of all available community resources (social, education, employment, Gladue reports, etc.)
- Work in partnership with First Nations, Community Justice Workers and Justice Committees and make referrals to appropriate social, education, employment, medical and other resources to enable them to address the underlying problems which contribute to their charges resources as required and report back to the court on the progress
- Follow-up on all referrals and assist in following through with any recommendations of the court, Chief and Council, Justice Committee, or Elders which can include, but are not limited to, sharing circles, sentencing circles, peace-making process, mediation, conflict resolution, community services work and any other
- Assist the court by explaining the various values, teachings, and beliefs of Indigenous peoples that will assist with the proceedings to enhance the awareness and appreciation of the values, customs, languages, and socio-economic conditions of Indigenous peoples on the part of those involved in the administration of the criminal justice system
- Participate regularly in ongoing professional development and training
- Maintain a filing system of services rendered for tracking and statistical recording purposes
- Develop and maintain partnerships with agencies and programs that support the ICW Program
- Promote understanding, within the community, of the existing criminal justice system and alternative justice processes, and the functioning of the criminal justice system
- Promote and facilitate practical, community-based justice initiatives and help build community capacity to identify and address problems that could end up in the courts or community justice system
- 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

Qualifications and Attributes

- Bachelor's degree in criminology, Native Studies, Social Work or a related field, direct related work and lived experience will also be considered.

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- 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 would be 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. Working locations are in New Brunswick.

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

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