



## **EMPLOYMENT OPPORTUNITY – Senior 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 Courtworker (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 collaborating 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).
- The Wolastoqey Tribal Council Inc. will service the Western Region (Edmundston, Fredericton and Woodstock 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.

Mi'gmaq Justice Initiative (MJI) wishes to hire a *Senior Indigenous Courtworker* who will oversee the day-to-day activities of the ICWs.

### **Key Responsibilities:**

- Work under the direction and supervision of the Director of Court Services
- Oversee the provision of the ICW Program for their service area
- Support the performance of the ICWs by providing mentorship and leadership, support skill building, and seeking training opportunities
- Assist in developing relationships with First Nations, justice workers and justice committees within First Nation communities to be able to make referrals to appropriate social, education, employment, medical and other resources

- Participate regularly in ongoing professional development and training
- Maintain a filing system of services rendered for tracking and statistical recording purposes
- Maintain knowledge of current and new legislation that pertains to all aspects of the court process
- 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
- Perform the functions of an ICW
- Maintain knowledge of current and new legislation that pertains to all aspects of the court process
- Work with Program Directors within First Nation communities to ensure the ICW Program has collective access to all community-based resources and supports
- With the direction of the ICW Steering Committee, and in collaboration with the other ICW Director(s), help design a community resource and support handbook

### **Qualifications and Attributes**

- Bachelor's degree in criminology, Native Studies, Social Work or a related field with at least 2-5 years of management. related work and lived experience will also be considered.
- Experience in managing client caseloads
- 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
- Self-directed and able to work as part of a multidisciplinary team
- Ability to work under pressure and deal with a building and changing workload
- Ability to work independently and manage a regular caseload of clients using independent judgment and minimal supervision
- Experience in community engagement, community/organization development, and partnerships 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 considered an asset
- Excellent analytical and problem-solving skills.
- The successful candidates will be subject to a Vulnerable Sector Criminal Record Check.
- Must reside within New Brunswick

### **Additional Notes:**

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Eel Ground, NB E1V 4B1

Mi'gmawe'l Tplu'taqnn Incorporated

Phone: 506.627.4696  
Fax: 506.627.4605

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 **\$60,000-\$75,000.00**. The Mi'gmaq Justice Initiative offers competitive salaries to our employees. The working location is New Brunswick.

**Applications should be submitted in confidence via email, with the subject line "Senior Indigenous Court worker" to: [robinaugustine@migmawel.org](mailto: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.*