



ABORIGINAL LEGAL SERVICES

Gaa kina gwii waabamaa debwewin · All those who seek the truth

Job Title:	Giiwedin Anang Supervisor	Travel Required:	Minimal
Location:	Toronto- In person	Position Type:	Full Time Permanent
Job Band:	5A	Starting Salary:	\$65,405
Reports to:	Senior Manager, Giiwedin Anang Program	Posting Expires:	31 July 2024

Organizational Overview:

Aboriginal Legal Services, established February 21, 1990, is a recognized leader in developing Indigenous-led justice programming and test-case litigation.

Aboriginal Legal Services (ALS) strengthens the capacity of the Aboriginal community and its citizens to deal with justice issues and provide Aboriginal-controlled and culturally based justice alternatives.

Our dedicated staff is our most valued resource. Compassionate care, teamwork, professionalism, communication, and respect are the values that set ALS apart. This is a unionized position.

Principles and Beliefs:

Indigenous People require equitable treatment in the justice system, access to the legal and related resources within the justice system, as well as an understanding of the system and their options.

The support required includes advocacy in all areas of the law as well as alternatives which can break the cycles of recidivism and dependency which is all too prevalent.

These alternatives are more effective when they are community controlled and are based on the traditional cultural norms and values of the Indigenous community.

Job purpose

Aboriginal Legal Services' approach to Indigenous Alternative Dispute Resolution for families in crisis, is the Giiwedin Anang Council. We support families at all levels of conflict, from access & custody to apprehensions and placement. The purpose of the Giiwedin Anang Council is to allow parents, children, extended family, child welfare authorities and others with concerns for a child's future, to get together and develop a plan that will meet the needs of the child.

This position is a dual-function position designed to support the Indigenous communities within the Toronto region by facilitating culturally informed Talking Circles and related programming, while also supervising a small team dedicated to providing services under the Giiwedin Anang framework. Funded through the Ministry of Health and Dreams from Growing Children for supervision duties, and the Ministry of Child and Community Social Services for the Circle Facilitator functions, this position aims to enhance community engagement, ensure professional service delivery, and maintain effective program operations.

Duties and responsibilities

Circle Facilitation Duties:

- Coordinate and facilitate ongoing Talking Circles and related programming for existing clients in the Toronto region;
- Support families accessing our programs, delivering service with a commitment to impartiality and professionalism;

- Manage and maintain a high volume of ongoing family files efficiently;
- Provide guidance and support to volunteer council members, enhancing their engagement and effectiveness;
- Prepare and deliver timely, accurate, and professional reports, case notes, statistics, summaries, and other required documentation;
- Serve clients with a culturally informed, sensitive, respectful, and unbiased approach;
- Record all relevant information needed to effectively resolve client issues;
- Establish and maintain strong relationships with community partners, including participation in working groups and committees;
- Collaborate closely with team members to achieve organizational goals;
- Demonstrate strong listening skills to effectively understand and address client needs;
- Provide precise information relevant to cases prior to Talking Circles in Toronto;
- Conduct debriefing sessions with volunteers following each Circle to gather insights and feedback;
- Encourage clients to consult with Elders on a one-on-one basis prior to participating in Talking Circles;

Supervision duties:

- Works under the direction of the Senior Manager, Giiwedín Anang, to support the Giiwedín Anang team (Giiwedín Anang, FASD, Supervised Access, and Parenting programs);
- Assists with the delivery of programs and services related to the Giiwedín Anang team;
- Collaborates closely with the Senior Manager to attract, develop, and retain competent employees;
- Assists with initial new hire training at the job and ongoing coaching of existing team members;
- Documents and reports all issues related to service delivery and client interactions raised by team members to the Giiwedín Anang Senior Manager for effective resolution and guidance during weekly updates;
- Provides routine reports, case notes, statistics, and updates relevant to the Giiwedín Anang program to the Senior Manager;
- Supports families participating in programs in Toronto by addressing their needs and facilitating access to services;
- Recruit new Elders and council members, enhancing community engagement and program effectiveness;
- Coordinates the initial and ongoing training for volunteers and council members, promoting skill development and consistent service delivery;
- Maintains a comprehensive roster of all volunteers, detailing their specialties, availability, and other pertinent information;
- Correspond with Council members; matching the appropriate council members with the family's or client's needs;
- Completes Cheque Requisitions on time for the Council Volunteers in Toronto;
- Other duties as assigned;

Qualifications

- In-depth knowledge of issues facing Canada's Indigenous population; Indigenous candidates preferred.
- Expertise in the Giiwedín Anang program for effective leadership.
- Relevant educational background or equivalent experience;
- Previous work experience in dispute resolution in the child welfare sector and alternative resolutions with a demonstrated ability to inspire, motivate and mentor others;
- Knowledge of Ontario's services for Indigenous communities;

- Knowledge of programs and services available to Indigenous people in Ontario;
- Previous case management experience;
- Strong computer skills;
- Non-judgemental approach while engaging families in conflict;
- Availability outside regular office days/hours to meet operational needs;

To apply:

Applicants who self-identify as Indigenous and meet the requirements of the job posting will be given first consideration in the hiring process

To apply to this job posting please submit your cover letter and resume with “Giiwedin Anang Supervisor” in the subject line to hrgeneral@aboriginallegal.ca or fax it to (416)408-1568 by no later than **5 pm on 31 July 2024**. Aboriginal Legal Services is an equal opportunity organization committed to diversity and inclusion. Our goal is to attract, develop and retain highly talented employees from diverse backgrounds, allowing us to benefit from a wide variety of experiences and perspectives. We welcome and encourage applications from all qualified applicants. Accommodations for persons with disabilities required during the recruitment process are available upon request. To request accommodation, please email Nazaninn@aboriginallegal.ca.

We would like to thank all applicants for their interest but only those selected for an interview will be contacted.

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