



ABORIGINAL LEGAL SERVICES

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

Job Title:	Giiwedín Anang Circle Facilitator	Travel Required:	Minimal
Location:	Toronto- In person	Position Type:	Full Time
Job Band:	4	Starting Salary:	\$54,590
Reports to:	Senior Manager, Giiwedín Anang Program	Posting Expires:	Until filled

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.

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

The Giiwedín Anang Circle Facilitator plays a vital role in creating a safe, inclusive, and culturally respectful space within the Talking Circle, ensuring that participants feel heard and supported.

In collaboration with co-facilitators from the Indigenous community, the Facilitator guides meaningful discussions, fosters respectful dialogue, and manages group dynamics in a high-intensity environment.

Working within Aboriginal Legal Services' Indigenous Family Dispute Resolution (IFDR) program, Giiwedín Anang Council, the Facilitator navigates complex emotional, legal, and interpersonal challenges, balancing cultural traditions, family dynamics, and dispute resolution principles.

This role requires a strong understanding of Indigenous traditions, trauma-informed facilitation, and the ability to maintain a calm, compassionate, and neutral presence while supporting families through high-stakes and time-sensitive situations. This is a unionized position.

Duties and responsibilities

- Facilitate ongoing Talking Circles and related programming for clients in the Toronto region, ensuring a safe, inclusive, and respectful environment;
- Compile and share relevant case information with stakeholders before Talking Circles, ensuring informed and meaningful discussions;
- Facilitate post-Circle debriefing sessions with volunteers to reflect on experiences, gather feedback, and enhance future sessions;
- Efficiently manage a high volume of family files, maintaining organization and confidentiality while ensuring timely case progress;

- Ensure all relevant client information is accurately recorded to facilitate effective conflict resolution and informed decision-making;
- Provide impartial and professional support to families accessing the program, upholding cultural sensitivity and trauma-informed practices;
- Actively listen and assess client needs, providing appropriate information and referrals when necessary;
- Deliver culturally informed, unbiased, and client-centered services, respecting diverse family dynamics and lived experiences;
- Build and maintain strong relationships with community partners, representing the organization in working groups, committees, and collaborative initiatives;
- Guide and support volunteer council members, fostering their engagement, effectiveness, and understanding of Indigenous dispute resolution practices;
- Prepare and maintain accurate, timely, and professional documentation, including reports, case notes, statistics, and summaries;
- Work closely with team members to align with organizational goals and uphold best practices in family dispute resolution;
- Other duties as assigned;

Qualifications

- Prior experience serving or collaborating with Indigenous clients and communities is highly desirable;
- Experience in group facilitation;
- Understanding of Indigenous cultural and legal matters is advantageous;
- Strong critical thinking skills with a commitment to maintaining neutrality and utilizing a strength-based approach in all interactions;
- Familiarity with the Signs of Safety model and an understanding of anti-oppressive practices;
- Ability to establish and maintain healthy boundaries and relationships with all clients, ensuring their trust and confidentiality;
- Experience in case management is preferred,
- Strong computer proficiency;
- Non-judgmental, culturally aware approach to engaging families in conflict, demonstrating empathy, neutrality, and active listening;
- Flexibility to work outside regular office hours, as needed, to meet program and client 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.

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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