



ABORIGINAL LEGAL SERVICES  
*Gaa kina gwii waabamaa debwewin · All those who seek the truth*

<b>Job Title:</b>	<b>Courtworker</b>	<b>Travel Required:</b>	Minimal
<b>Location:</b>	Toronto, In Person	<b>Position Type:</b>	Full Time- 1 Year Contract
<b>Job Band:</b>	4	<b>Salary Range:</b>	\$54,590 to \$58,528
<b>Reports to:</b>	Courtworker Supervisor	<b>Posting Expires:</b>	May 10, 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

The primary purpose of this role is to support and enhance the ability of Indigenous individuals to navigate the justice system. This involves providing essential information about criminal processes, connecting clients to appropriate legal and social resources, and advocating for their needs within the system. The successful candidate will engage in creating impactful release plans, advocate for service accessibility, and liaise effectively with justice personnel. This position is crucial in our efforts to provide culturally informed, community-controlled justice alternatives that respect and integrate traditional Indigenous values.

### Duties and responsibilities

- Offering support and helping individuals navigate the justice system by providing information to Indigenous accused and family members about criminal processes;
- Referring Indigenous people to appropriate legal resources such as, Defense Counsel Listings, Legal Aid, and clinics;
- Creating release plans with clients, in which referrals are made to the appropriate social, education, employment, health, Indigenous community and other resources based on their needs. Advocating for appropriate services to the Indigenous person and following up on referrals;
- Providing information of a general nature, or referrals, to other Indigenous persons involved in the justice system, e.g. referring victims or members of the person's family to counselling services;
- Canvassing diversions for the accused with justice personnel;
- Explaining the diversion process to the client;

- Networking and Liaison between client and justice officials i.e. lawyers, police, the judiciary, and Probation;
- Other duties as assigned;

### **Qualifications**

- Excellent interviewing and writing skills.
- Ability to work with a wide range of individuals.
- Ability to work independently and manage a regular caseload of clients.
- Knowledge of the criminal justice system and programs and services available to Indigenous people in Toronto and surrounding area would be a great asset.

### **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 “**Courtworker**” in the subject line to [hrgeneral@aboriginallegal.ca](mailto:hrgeneral@aboriginallegal.ca) or fax it to (416)408-1568 by no later than **5 pm on May 10<sup>th</sup>, 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](mailto:Nazaninn@aboriginallegal.ca).

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

**Aboriginal Legal Services**