



**Position Title:** GLADUE WORKER

**Reports To:** DIRECTOR OF GLADUE SERVICES and GLADUE COORDINATOR

**Summary of Position:**

The Gladue worker assists Indigenous peoples involved at various criminal justice system stages, including police, courts, and corrections. Whenever possible, the Gladue worker will work with clients to offer practical help along their healing path. The goal is that every client is provided assistance within their family and/or community to be healthy, safe and build their own support and strengths. This position will support the implementation of the BC First Nations Justice Strategy and the goal of autonomy and self-determination for Indigenous people involved in the criminal justice system.

The work will vary depending on the service recipient's particular needs and based on referral goals. Challenges can include (but won't be limited to) drug and alcohol abuse, involvement with corrections, housing and financial difficulties and instability along with intellectual deficits and/or mental health issues.

Under the Director of Gladue Services' supervision and direction, this position provides intake and discharge of clients and acts as an identified contact for other professionals' programs.

**Key Duties and Responsibilities:**

1. Ensure that services are conducted to promote and ensure the safety of all clients and the community.
2. Work in and with the Gladue Information Management System (GIMS) to ensure service provision, efficacy and confidentiality.
3. Conduct an intake assessment with each client to assess the client's needs and determine the appropriate intervention.
4. Participate effectively with identified resources to provide services to address clients' needs.
5. Where and when appropriate, integrate culture and traditions into all resource/program referrals and recommendations.
6. Collaborate with appropriate community resources to develop ways to meet the identified needs of the client.
7. Adhere to professional guidelines concerning client confidentiality.
8. Ensure that adequate case coordination is maintained between the BCFNJC Gladue Services Department, Correctional Services, and other social service agencies when deemed necessary.
9. Endeavour to keep abreast of issues, information and education related to the position, specifically related to the region in which the position is located.

10. Attend appropriate staff training sessions and professional development, as necessary.
11. Undertake other duties as may be assigned by the Director of Gladue Services Department, or the Gladue coordinator, to improve or enhance service delivery.
12. Maintain appropriate statistical information for monthly and annual reporting purposes.
13. Deal with any service administration, check emails, verify information and respond to queries.
14. Develop and maintain relationships with Nation-based Indigenous resources, especially those who work in criminal justice, social justice, health and other areas that address the social determinants of crime.
15. Processing aftercare plans, networking with community services and working with the BCFNJC-IJCs Community Outreach Workers to facilitate effective and enduring healing outcomes.

### **Services Provided may Include:**

1. **Service to Clients:** Provides direct service to individuals to assist them in relevant areas; meets with clients, clients' families, along with a variety of community practitioners, and/or justice partners to establish the collective goals and plan for the service period.
2. **Agency Participation:** Participates in agency meetings with BCFNJC Gladue Services Department; participates in BCFNJC and relevant team activities and in-service training as required for the position.
3. **Case Management:** Recognizes potential client crises, analyzes circumstances and dynamics with sound judgment, develops strategies to deal with emergencies and unusual incidents, documents unusual incidents and informs all individuals and agencies as necessary; able to work collaboratively with probation officers and other professionals.
4. **Best Practice:** Stays informed of best practices and provides a quality of service to reflect these. Maintain all general systems of reporting and communication to the standards of the BCFNJC Gladue Services Department.
5. **Transportation and Appointments:** May assist in setting up appointments and providing transportation when necessary to help individuals access community resources relating to the service goals.
6. **Supervision:** Meets regularly with the Director of Gladue Services or the Gladue coordinator to assess case progress, intervention effectiveness and debrief; keeps the Director of Gladue Services or the Gladue coordinator informed of caseload and outcomes. At times, will be expected to attend and participate in client case conference sessions with the assigned clinical consulting counsellor.
7. **Professional Development and/or Career Development:** On-going training and career development are encouraged and, in some cases, mandatory for Gladue workers (e.g., Occupational Health and Safety Training) to ensure that skills and knowledge are kept up-to-date.

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8. **Other Duties:** Other associated duties may be assigned; as relevant to the position.

The Gladue worker helps plan the type and length of support needed in consultation with the client, referral source, and BCFNJC Director of Gladue Services and/or the Gladue coordinator. This position requires good organizational skills and the ability to work independently and as part of a team. Delivery of services should be solution-focused, goal-specific, focusing on meaningful and culturally relevant interventions, driven by the client, their family and input from their community/nation, when available.

## QUALIFICATIONS

***\*Preference will be given to Indigenous Applicants – see note at the end of job description\****

1. Knowledge of and experience working with First Nations in the region the position is based, specifically with the region's First Nations culture and traditions.
2. Post-secondary training; preferred degree in human services, criminology, social work or a related field and/or an equivalent combination of post-secondary education and experience is required.
3. Have combined knowledge and experience about community services that support and assist individuals.
4. Candidates without the specific education qualifications and where the position does not require certified qualification to practise but possess an appropriate combination of experience and other academic qualifications will also be considered.

## SKILLS/ABILITIES

1. Sound knowledge of Indigenous culture and traditions and the history of colonization on Indigenous peoples in Canada/British Columbia.
2. Ability to promote and apply Indigenous culture, values, traditions, and teachings in the BCFNJC Gladue Services Department's work, where appropriate.
3. Ability to show empathy, patience and understanding to build good working relationships with clients who may be initially hostile.
4. Develop and maintain respectful, cooperative working relationships with clients, their families, communities and service workers to promote integrated, seamless service delivery.
5. Able to assess situations based on individual client's needs, family needs, program needs, agency policy and Correctional guidelines (e.g., duty to report).
6. Able to make service adjustments based on individual levels of competence and emotional state.
7. Able to be non-judgmental and committed to supporting people in difficult circumstances.
8. Resilient, assertive and the ability to stay calm under pressure.

**BUDGET RESPONSIBILITY**

The Gladue worker is responsible to the Director of Gladue Services Department and the Gladue coordinator for any monthly program expenses and shall account for all money spent on client expenses, program resources, travel and mileage. Must meet administration requirements and timelines for reporting mileage, timesheet, expenses, and other allowable expenses.

**TEAM SKILLS**

The Gladue worker models healthy conflict resolution and communication skills to clients and co-workers. The Gladue worker has good team skills, a sense of commitment, the ability to collaborate, is accountable and responsible. Has a flexible approach to working hours and to the range of tasks undertaken.

**WORKING CHALLENGES** (Occupational Health and Safety)

There can be frequent exposure to adverse environmental working conditions. These can include verbal and physical aggression, which requires safety precautions and a calm perspective in approaching the situation. There is an expectation of a moderate level of physical exertion in daily living activities, recreation opportunities and dealing with unusual behavioural situations. Some activities may be planned and/or informally designed to build trusting relationships and offer support through physical activity.

There are guidelines and policies in place to support the employee in the workplace.

**CONDITIONS OF EMPLOYMENT:**

1. Criminal record check (RCMP – Vulnerable Sector) within one month of the date of hire
2. Current driver's license, driver's abstract record & reliable vehicle for work
3. Appropriate and current vehicle insurance
4. Successful reference checks and educational verification
5. Knowledge of community and Indigenous community resources

**To apply for this opportunity, please forward a cover letter and resume to Mitchell Walker, Director of Gladue Services, at [mitch@bcfnjc.com](mailto:mitch@bcfnjc.com)**

BCFNJC - Gladue Services Department is an equity employer and encourages applications from all individuals who may contribute to the diversity of our workplace. This includes persons with diverse abilities, all persons of colour, including Black and Indigenous (First Nations, Metis, and Inuit), and people of all sexual orientations and genders. However, priority will be given to Indigenous peoples (First Nations, Metis, and Inuit).

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