



EMPLOYMENT OPPORTUNITY

Junior Post Majority Worker

Department: Social Services – Post Majority Support Services

Posting Date: August 23, 2024

Location: Nipissing First Nation, ON

Schedule: Standard Work Week/35hrs

Job type: Full-time, Permanent

Vacancies: 1

Reports To: Post Majority Support Services Manager

Starting Salary: \$ 45,791.20

NFN Social Services is seeking a dedicated and motivated Junior Post Majority Worker to join our growing team. This role is essential in supporting the safety and well-being of youth and young adults aged 14-26 as they transition out of care. The successful candidate will provide comprehensive, wrap-around support that meets the unique needs of these individuals, promoting holistic and positive outcomes in alignment with the mission and values of Nipissing First Nation.

What you'll do in the role

- Participate in an initial 2-month period of in-office training, focusing on file reviews, policies, procedures, and comprehensive training.
- Engage in a 2-month shadowing period alongside experienced Post Majority Support Services Workers to gain hands-on experience.
- Manage a small caseload of 5-10 files for the following 2 months, applying learned skills and knowledge under supervision. Progression through these stages may vary based on individual learning pace and motivation.
- Assist youth and young adults in accessing internal and external services, including connecting them with family and community resources.
- Ensure services are provided in accordance with legislative requirements and the mission of Nipissing First Nation.
- Participate in planning for transiting youth and young adults including identifying and maintaining connection to family, extended family and community.
- Contact former and existing youth and young adults in care.
- Provide input into work plans.
- Ensure assigned client files are maintained and updated on a regular basis
- Ensure appropriate cultural opening when coordinating meetings both within Nipissing First Nation, for clients, families, communities and other collaterals.
- Actively seek guidance from cultural staff.
- Support youth and young adults to be fully independent and identify their own interests to support their well-being for their life-long success.
- Support youth and young adults in participating in cultural programming.
- Support youth in referrals to internal and external services.
- Support holistic development



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- Actively seek guidance from the cultural staff on how to incorporate culture into the position or how to work from a cultural perspective.
- Facilitate and organize cultural revitalization activities involving elders, youth, young adults, family and community.
- Adhere to policies, procedures, and relevant practices.
- Ensure confidentiality and safekeeping of all documents and records
- Maintain accurate, up-to-date, and concise work files
- Follow human resources, finance, and other policies and procedures in their performance of duties.

Just a few reasons to join Nipissing First Nation

- Opportunity to work with a dynamic team with career growth across multiple departments.
- Nipissing First Nation prides itself in providing its employees with job security, competitive wages, and a safe working environment.
- On-the-job training to support your success in the role.
- A defined contribution pension plan.
- Comprehensive Health Plan including Medical, Dental, Vision, Life and Disability insurance.
- Casual dress
- Better than average vacation and leave packages.

What you bring to the table

- Respect for indigenous culture and willingness to learn Ojibwe.
- Must have a Diploma in Social Services, Child and Youth Worker, or related social field.
- Must have or be willing to register with the Ontario college of Social Workers and Social Service Workers.
- Must have 1-2 years of Experience in Social Services or related field.
- Must have a valid Ontario Driver's License.
- A clear criminal reference check (CPIC) and Vulnerable Sector Check, and Child Welfare Check
- Strong knowledge and awareness of Indigenous culture and history, with emphasis on family violence, child welfare, the impacts of trauma, Indigenous youth /young adults' engagement, and community outreach.
- Knowledge and experience working with Indigenous youth/young adults and families in a healing and wellness capacity.
- Understanding of Extended Society Care (society ward), Guardianship, Customary Care, Alternate Care, Kinship Care, and Voluntary Youth Service Agreement (VYSA).



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- Knowledge of the Medicine Wheel concept and 7 Grandfather Teachings.
- Speaker of Anishinabemowin language will be considered an asset.
- Self-motivated individual with the ability to work with minimal supervision in a team-oriented setting.
- Excellent case and file management skills and stress management and time management skills.
- Must have the ability to engage people to build trust and rapport, effective verbal and listening communication skills.
- Strength-based problem solving.
- Essential computer competencies (Email, cell phone, Office 365, Teams).

APPLICATION DEADLINES:

Nipissing First Nation adheres to the following process for our recruitment practices.

Closing September 6, 2024 - 1st Round

- Opportunities are open to all registered Nipissing First Nation members. Please advise your status in your application
- Applicants who are considered Round 2 or Round 3 will not be considered, regardless of when the application is received.
- If no suitable candidate is found, the process will proceed to Stage Two

Closing September 13, 2024 - 2nd Round

- Opportunities are open to spouses and children of registered Nipissing First Nation members and registered members of other First Nations. Please advise your status in your application
- Applicants who are considered Round 3 will not be considered, regardless of when the application is received.
- If no suitable candidate is found, the process will proceed to Stage Three

*If you are excited by this opportunity and want to be a part of Nipissing First Nation, please **apply online by emailing your cover letter and resume to resumes@nfn.ca no later than 4:30pm** on the application deadline noted above.*

Are you a member of NFN? If so, please read below:

- ✓ Nipissing First Nation supports the training and growth of their members and strongly encourages their members to apply to positions.
- ✓ Work experience and training opportunities are taken into consideration when screening applications.



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- ✓ Nipissing First Nation members are encouraged to apply to all rounds of employment postings.
- ✓ As per Section 24(1)(a) of the Ontario Human Rights Code, Nipissing First Nation gives preference to First Nation applicants for any employment opportunities.

Miigwech to all applicants for their interest; however, only those selected for an interview will be contacted.