



# NOGDAWINDAMIN FAMILY AND COMMUNITY SERVICES EMPLOYMENT OPPORTUNITY



NOGDAWINDAMIN Family and Community Services, a designated Aboriginal Child Welfare Agency under the Child and Family Services Act serving member First Nations situated between Sault Ste. Marie and Sudbury is seeking to hire a permanent full-time:

**PROTECTION AND RESOURCE MANAGER**  
**SATELLITE OFFICE – BATCHEWANA FIRST NATION**  
**Salary Range: \$87,985.00 – 108,076.00**

## Overview of Responsibilities

Under the direction of the Director of Services, the Protection and Resource Manager directly supervises all team functions. The Protection and Resource Manager supervises and coordinates the efforts of the Generic Child Welfare teams within their regions and ensures their efforts are in alignment with the Agency's strategic planning, policies and procedures as well as within the legal framework of the Child and Family Services Act and First Nation standards of practice.

## QUALIFICATIONS

### Education and Experience Requirements

- Master of Social Work degree
- Five (5) years' direct experience working with children and families involved in child welfare protection
- Three (3) years' direct management and administration experience in a child welfare protection agency
- Practice background relating to child maltreatment, child development, attachment theories, addictions, domestic violence and strength-based family empowerment practices
- Experience writing proposals, policies, procedures and reports
- Experience working with Aboriginal people, organizations and communities

### Knowledge Requirements

- Knowledge of Nogdawindamin programs and services
- Respect for, sensitivity towards as well as knowledge and understanding of Anishnawbek culture, traditions and the Seven Grandfather Teachings
- Knowledge of relevant legislative framework and policies reflecting current child welfare practice
- Understanding of and ability to translate relevant legislation into Agency language, policies and procedures
- Knowledge of First Nation service delivery, customs and traditions in responding to child welfare concerns
- Knowledge of external service and service agencies

### Special Skills & Abilities

- Strong leadership and management skills
- Demonstrated financial management and human resource management skills
- Excellent interpersonal and communication skills
- Demonstrated excellence in conflict resolution, mediation, and problem solving
- Strong organizational and administrative skills
- High level of initiative and self-direction
- Excellent time management skills
- Excellent computer skills, Strong professional ethics
- Proven ability to work with First Nation communities and people
- Ability to facilitate strong inter-departmental relationships
- Ability to establish and maintain effective working relationships and to develop strong, effective teams
- Demonstrated ability to lead and coach others utilizing a collaborative and strengths-based approach
- Ability to manage multiple priorities, projects or programs
- Ability to take initiative and work independently; Ability to work within a team environment
- Ability to meet deadlines and work flexible hours
- Ability to work with confidential and sensitive information
- Ability to understand and speak Anishnaabemowin is a definite asset

### Other Requirements

- Must provide a Criminal Records Check deemed satisfactory by the employer upon offer of employment;
- Must have a valid Ontario Class G Driver's License, access to an automobile and \$1M automobile insurance;

Nogdawindamin Family and Community Services has been in operation for over 25 years. We are committed to providing a barrier-free work environment in accordance with the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code. Accommodations are available upon request for candidates taking part in the recruitment process. **JOIN A GROWING AND DYNAMIC ORGANIZATION OFFERING REWARDING CAREERS, COMPETITIVE SALARIES, BENEFITS, PENSION AND A GREAT WORK ENVIRONMENT FOR INDIVIDUALS COMMITTED TO MAKING A DIFFERENCE.**

Please submit a job related resume and cover letter along with three work related references by:

**Friday, June 15, 2018 – 4:00pm**

### **Hiring Committee**

Nogdawindamin Family and Community Services  
210B Gran Street, Batchewana First Nation, ON P6A 0C4  
FAX (705) 946-3717 [hr@nog.ca](mailto:hr@nog.ca)

Preference will be given to applicants of native ancestry.

**Incomplete or late applications will not be accepted**

We thank all applicants for their interest; however only those selected for an interview will be contacted.

A full job description is located on our website at [www.nog.ca](http://www.nog.ca)