



## N'Amerind (London) Friendship Centre

260 Colborne Street | London, ON | N6B 2S6

P: (519) 672-0131 | F: 672-0717 | [reception@namerind.on.ca](mailto:reception@namerind.on.ca) | [www.namerind.on.ca](http://www.namerind.on.ca)

*"Together we walk the red path."*



### EMPLOYMENT POSTING

**Position:** Gladue Writer

**Term:** Permanent 35 hours per week

**Wage:** \$23.00 per Hour to Start

**Posting Date:** December 6, 2022

**Closing Date:** 4:00 pm January 3, 2023

Under the direct supervision of the Justice Section Manager, the successful candidate will be an energetic, innovative caring person who will assist Indigenous persons who come into conflict with the judicial system. The Gladue Writer will produce Gladue reports that address the systemic factors that play a part in bringing the offender before the courts. The Gladue Writer will prepare sentencing reports for Indigenous offenders including research and interviews. The reports will develop recommendations and sentencing options appropriate to the Indigenous offender.

### Qualifications

1. Knowledge of the concepts and structure of the Canadian justice system including R. V. Gladue, Aboriginal Community Justice Concepts, Alternative/Restorative Justice Programs
2. Experience in working with individuals of Indigenous ancestry
3. Post-secondary degree or diploma, preferably in area related to justice or social services or four years of related work experience
4. Must possess a valid Ontario Driver's License, have access to a vehicle and be willing to travel
5. Knowledge of available Indigenous community support resources
6. Must possess excellent interview, counseling and interpersonal skills
7. Must possess excellent communication skills, written and oral
8. Ability to work under daily supervision, as well as under minimal supervision
9. Ability to work flexible hours
10. Ability to work under pressure
11. Ability to meet deadlines
12. Self-directed and motivated
13. Knowledge of the issues affecting Indigenous persons, including but not limited to residential school system, 60's scoop; racism, poverty, loss of language and culture
14. A thorough understanding of Indigenous culture
15. Knowledge of the Gladue writer program principles
16. Must work under strict confidentiality
17. All client files must be maintained in accordance with the Centre File Maintenance Policy.
18. To undertake any other such reasonable duties as may be assigned from time to time.

## **Responsibilities:**

1. Interview offenders and family members
2. Interview persons impacted by the actions of the offender
3. Preparations, coordination and facilitation of the scheduling of Gladue reports
4. Develop and maintain Gladue Referral Guidelines
5. To maintain and enhance partnerships with judicial and community resources in the implementation, development and maintenance of the N'Amerind Gladue Writer Program
6. To liaise with Aboriginal and non-Aboriginal resources/service providers
7. Maintain and manage programme activity records, consent forms and participant files
8. To prepare activity, statistical and narrative reports on a monthly, quarterly and annual basis
9. Performs other reasonable duties as assigned by the immediate supervisor
10. Following interviews if offered the position must provide vulnerable criminal check, at cost to applicant

## **INTERESTED CANDIDATES ARE TO SUBMIT A COMPLETE APPLICATION PACKAGE, INCLUDING:**

- Cover letter
- Resume
- **Two work related references and One-character reference**
- Copy of relevant certificate, diploma, degree

**Mail or Hand Deliver:**    **Hiring Committee**  
                                      **Re: Gladue Writer**  
                                      **N'Amerind Friendship Centre**  
                                      **260 Colborne Street**  
                                      **London, ON**  
                                      **N6B 2S6**

**Email:**                        **reception@namerind.on.ca**  
                                      **Re: Gladue Writer**

**Fax:**                         **(519) 672 0717**  
                                      **Attention: Hiring Committee**  
                                      **Re: Gladue Writer**

### **Note:**

- All applications will be screened based on the receipt of a **COMPLETE APPLICATION PACKAGE**.
- Only those contacted will be granted an interview.
- A registered member of a First Nation as per Section 16 (1) of the Human Rights Act is preferred.
- **All applicants understand and agree that by submitting a job application; at their cost, the Successful candidate will be required to submit a clear Vulnerable Sector Police Record Check (Level 3) as a condition of employment.**

**Application Deadline:**    **Tuesday, January 3, 2023 at 4:00 pm**  
Late or incomplete submissions may not be accepted.