



GRAND COUNCIL TREATY #3 EMPLOYMENT OPPORTUNITY

Position: Gladue Writer
Category: Full-time position
Location: Kenora, ON
Closing Date: September 22, 2025

Job Overview:

The Grand Council Treaty #3 Kaakewaaseya Justice Services is seeking applications from individuals for the Gladue Writer position. The Gladue Writer will write and submit Gladue Reports as requested by the Judge, Crown, or defense counsel for Aboriginal offenders. The judge will consider the reports during the bail and sentencing stages to support alternatives to incarceration, such as Restorative Justice. The Gladue Writer will work within Treaty Three Territory and primarily serve Treaty #3 Nation members. The Gladue Reports aim to provide the courts with a comprehensive understanding of an Aboriginal offender's life circumstances and systemic barriers. This information is gathered through interviews with the offender, family members, and other individuals familiar with the client. The Gladue Writer will compile the Gladue Report and fulfill all associated responsibilities as the primary employee at GCT#3 for Gladue-related matters.

Competencies and Qualifications:

This position demands a high level of social facilitation and mediation, independent analysis, problem-solving, case management and supervision, ability to communicate and demands strict confidentiality, and exceptional writing skills. The academic and skills expectations are as follows:

- College or University education in social work, law, corrections, mental health, or a related field is required.
- Experience in managing a full range of social or related human services through a team approach.
- Maintain collaborative working relationships with justice personnel (judges, defence lawyer, crown attorney, T3PS, OPP) to produce Gladue reports.
- Liaise with Indigenous and non-Indigenous resources/service providers to prepare a well-organized healing plan for all clients
- Understanding of case management, case supervision, and the ability to implement such systems within an organization.
- Excellent verbal and written communication skills.
- Experience with, or willingness to learn trauma-informed interviewing skills.
- Ability to make decisions based on existing policies and available information.
- Proficiency in Microsoft Office applications (Word, Excel, Outlook), PowerPoint, internet and email, webcams, and video conferencing.
- Knowledge of Canadian criminal procedures and processes and the Criminal Code of Canada.
- Specific and in-depth understanding of the R. v. Gladue case and related court decisions concerning Aboriginal offenders.

Please send resume and cover letter including three (3) references to:

Human Resources Manager
Grand Council Treaty #3
P.O. Box 1720, Kenora, Ontario P9N 3X7
Email: hr@treaty3.ca

Competitive salary and benefits. We thank all those who apply. Only applicants selected for an interview will be contacted. Submission of criminal record check required prior to offer of employment.