



GRAND COUNCIL TREATY #3 EMPLOYMENT OPPORTUNITY

Position: Community Mediation Worker
Category: Full-time
Salary: \$57,000 – \$62,000
Location: Kenora, ON
Closing Date: November 28th, 2025

Job Overview:

The Grand Council Treaty #3 Kaakewaaseya Justice Services is seeking applications from individuals for the Community Mediation Worker position. The role of the mediation worker is to facilitate *Anishinaabe Alternate Dispute Resolution* (AADR) processes, primarily using Circles, within Treaty #3 territory. The objective is to assist Treaty #3 families in finding solutions related to the care and well-being of Treaty #3 children and youth.

Responsibilities:

- Facilitate culturally grounded Circle processes rooted in Anishinaabe values and the AADR framework, to support families, youth, and community members in addressing a range of civil and relational matters.
- Support healing, planning, and resolution through Circle-based approaches that may address family dynamics, child custody and visitation, youth intervention, or broader community concerns.
- Engage with families and partners in a culturally grounded way to understand needs and concerns.
- Provide culturally appropriate support and guidance to families and Children's Aid Societies throughout the mediation process.
- Assist in developing outcomes and agreements that emerge from the Circle process, with a focus on the well-being of Treaty #3 children and youth, and the restoration of relationships.
- Conduct assessments and gather relevant information to inform the mediation process.
- Maintain accurate and confidential records of all mediation cases and related activities.
- Collaborate with internal departments to ensure alignment and coordination where mandates and services overlap.
- Collaborate with community resources and service providers to offer additional support to families as needed.
- Attend regional meetings, conferences, and interagency tables as a representative of Kaakewaaseya Justice Services, contributing a restorative and community justice perspective, and reporting key insights and developments back to the Justice Department's management team.
- Stay informed on family laws and policies, grounded in Anishinaabe values and community perspectives.

Qualifications:

The Community Mediation Worker should have some experience in fields of social work, mental health, law, or related area. Experience and knowledge of First Nation issues and the current legal system is an asset.

The following will be expected of a successful candidate:

- Working knowledge and understanding of local Indigenous cultures, histories, practices, and traditions. Ability to speak Ojibway or Oji-Cree is an asset
- Working knowledge of Indigenous services and resources available in the Kenora area.
- Familiarity with Anishinaabe Alternate Dispute Resolution (AADR) processes and Circles.
- Excellent communication and interpersonal skills, with the ability to work effectively with diverse individuals and groups.
- Strong understanding of child welfare systems and the importance of child-centered approaches.
- Ability to maintain confidentiality and handle sensitive information with discretion.
- Good organizational and time management skills, with the ability to handle multiple cases simultaneously.
- Proficiency in relevant computer applications and technology.
- Valid driver's licence and reliable vehicle

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.