



GICHI OZHIBI'IGE OGAAMIC  
ADMINISTRATIVE OFFICE



## GRAND COUNCIL TREATY #3 EMPLOYMENT OPPORTUNITY

**Position:** Community Justice Worker

**Category:** Fulltime

**Salary Range:** \$52,000.00 - \$57,881.25

**Location:** Fort Frances, ON

**Closing Date:** January 15, 2026

### Job Overview:

The Grand Council Treaty #3 Kaakewaaseya Justice Services, invites applications from Treaty #3 Territory for a contract Community Justice Worker. This position focuses on providing personalized support to Indigenous individuals through one-on-one services for community members referred for diversion by community leaders, police, or the courts. The Community Justice Worker will work closely with the Treaty #3 Community Justice staff to manage and facilitate the diversion process, ensuring that members have access to the necessary resources and services.

### Responsibilities:

- Arranging for culturally appropriate supports for Indigenous accused persons, victims or offenders, including access to Elders
- Determining which clients are eligible for this alternate approach to sentencing and consulting with these clients as to which sentencing system they want to take part in
- Explaining to clients, the victim and other relevant persons of the procedure for alternate sentencing (diversion)
- Liaising with counsellors, Treaty 3 Police, OPP, Crown, Defense and court personnel during the alternate sentencing process
- Attending court sessions to ensure clients are in attendance and speaking on behalf of clients
- Ensuring that clients in the diversion program are following the diversion plan
- Assisting clients in determining what additional support is needed, such as housing, health, social assistance and education, and contacting agencies or government departments who provide the needed support
- Maintaining client files documenting the offence, other pertinent information, and the client's diversion plans and progress.
- Facilitation of diversion and Justice circles
- Other related duties as assigned by management

### Qualifications:

- Graduation from, or work related experience in, the following fields: Law, Criminology, Law and Justice, Law Enforcement, Social Work, Psychology, and Community Services
- Knowledge of Aboriginal culture, traditions, and practices; Ability to speak Ojibway or Oji-Cree is an asset
- Knowledge of historic and current forms of colonialism, systemic discrimination, and barriers facing Aboriginal communities.
- Experience in counseling and crisis intervention; Project a positive, friendly and professional attitude
- Ability to articulate criminal and social justice issues; Excellent written and verbal communication skills
- Self-motivated individual with strong organizational and interpersonal skills
- Ability to work independently as well as part of a team; Excellent decision making and problem

**Please send cover letter, resume, and contact information for 3 references to the attention of:**

Human Resources Department  
Grand Council Treaty #3  
P.O. Box 1720, Kenora, Ontario P9N 3X7  
Email: [hr@treaty3.ca](mailto:hr@treaty3.ca)

We would like to thank all candidates in advance for their interest in this position, however only those being considered will be contacted.