



GRAND COUNCIL TREATY #3 EMPLOYMENT OPPORTUNITY

Position Title: Gladue Writer
Position: Existing Position
Salary: \$57,881.00 - 60,000.00
Location: Fort Frances, ON — Justice Office (In Office)
Closing Date: July 2nd, 2026

Overview:

Under the supervision of the South Justice Projects Coordinator, the Gladue Writer's primary responsibility is to write and submit Gladue Reports as requested by the judge, crown, or defence counsel for Aboriginal offenders and as vetted by the lawyers on staff. The report is considered by the judge during the bail and sentencing stages to support alternatives to time in jail such as Restorative Justice. The *Gladue* report writers will work in Treaty Three Territory for Treaty #3 Nation members. Gladue Reports provide the courts with a comprehensive picture of an Aboriginal offender's life circumstances and systemic barriers. This information is compiled by conducting interviews with the offender, family members and with other people who know the client and by liaising with Community Justice Coordinators (CJCs) and other GCT#3 personnel. The Gladue Writer is responsible for compiling the Gladue Report and performing all the associated functions as the main GCT#3 employee for *Gladue* related matters.

Duties and Responsibilities:

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. 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 a 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: careers@treaty3.ca

We thank all those who apply. Only applicants selected for an interview will be contacted. Submission of a criminal record check is required prior to the offer of employment. **We at Grand Council Treaty 3 are committed to transparency in our hiring process and do NOT use AI in the screening process.**