GICHI OZHIBI'IGE OGAAMIC
ADMINISTRATIVE OFFICE

GRAND COUNCIL TREATY #3
EMPLOYMENT OPPORTUNITY

Position Title: Community Justice Worker
Position: Existing Position
Salary: $57,881.00 - 60,000.00
Location: Fort Frances, ON — Justice Office (In Person)
Posting Date: October 28, 2026
Closing Date: November 11, 2026

Overview:

The Grand Council Treaty #3 Kaakewaaseya Justice Services invites applications from Treaty #3 Territory for Community Justice Worker position. 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.

Duties and 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 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.**