**Community Resource Worker – Indigenous Supports**

**True North Society - Strathmore, Alberta**

Established in 1993 and located 35 minutes east of Calgary in Strathmore, Alberta, the True North Society is a registered non-profit organization that provides ongoing support and services to individuals and families who are affected by family violence. We are committed to a vision of interrupting the cycle of abuse through empowerment to create a safe environment for all. We look forward to a future where our community is free of violence and our citizens are empowered to resolve conflict in peaceful and productive ways.

Our success is achieved by offering a slate of programming that is diverse and reflective of the needs of the families and community we serve. This includes an emergency shelter program that temporarily houses up to 25 individuals and/or families as well as outreach, early intervention and public education programming that serves the community at large. We are considered a valuable service provider in the community and are a member of the Alberta Council of Women’s Shelters (ACWS).

**The Opportunity**

The Society is seeking a **Full-Time Community Resource Worker – Indigenous Supports** with skills in cultural connection, case management, system navigation, community referrals and development of Indigenous-centred models of care.

This position will report to the Manager, Community Services.

The hours for this role are 40 hours per week, with daytime and evening hours. This is a 12 month contract position with potential for renewal. The Community Resource Worker role requires flexibility to meet the needs of the clients and our range of programs, including supporting clients within our Emergency Shelter and out in the community.

**The Role**

As an Indigenous Community Resource Worker at our domestic violence and crisis prevention agency, you will play a crucial role in providing culturally sensitive support and resources to Indigenous individuals and families affected by domestic violence and other crises within our catchment area. This position requires a deep understanding of Indigenous cultures, traditions, and historical trauma, as well as a commitment to empowering and advocating for Indigenous communities.

**Responsibilities:**

Culturally Responsive Support: Provide culturally appropriate support and advocacy services to Indigenous individuals and families impacted by domestic violence, respecting diverse Indigenous worldviews and traditions.

Case Management: Collaborate with True North case management staff members to guide development of individualized safety and service plans that reflect Indigenous experience and worldview..

Resource Navigation: Assist True North staff in identifying and accessing relevant resources for clients, including housing, legal services, counseling, financial assistance, and healthcare, that correspond to the unique needs and challenges faced by Indigenous individuals and families.

Community Outreach: Conduct outreach activities within communities to raise awareness about domestic violence, promote available resources, and foster trusting relationships that reduce barriers to access for Indigenous individuals and families seeking services.

Cultural Competency Training: Provide training and consultation to True North staff on Indigenous cultural competency, historical trauma, and effective strategies for engaging with Indigenous clients.

Collaboration: Collaborate with other service providers, including Indigenous organizations, government agencies, and community agencies, to coordinate services and advocate for systemic changes that address the root causes of marginalization for Indigenous peoples.

Documentation and Reporting: Maintain accurate and confidential records, documentation of services provided, and statistical data for reporting purposes, ensuring compliance with agency policies and funding requirements.

Professional Development: Stay informed about current issues, best practices, and emerging trends in the field of domestic violence prevention, particularly as they relate to Indigenous communities, through ongoing training and professional development activities.

**The successful candidate will possess the following qualifications:**

Indigenous Identity: Identify as an Indigenous person and demonstrate a deep understanding of Indigenous cultures, traditions, and protocols.

Education: A bachelor's degree in Community Development, Indigenous Studies, or a related field is preferred. Relevant work experience may be considered in lieu of formal education.

Experience: Previous experience working with Indigenous communities and individuals impacted by domestic violence is highly desirable. Experience in case management, advocacy, crisis intervention, and resource navigation is an asset.

Cultural Competency: Demonstrated cultural competency and sensitivity to the needs and experiences of Indigenous clients, with an understanding of historical trauma and its impact on Indigenous communities.

Communication Skills: Excellent verbal and written communication skills, including the ability to communicate effectively with diverse populations and to facilitate culturally appropriate workshops and presentations.

Collaboration: Strong interpersonal skills and the ability to work collaboratively with colleagues, community partners, and clients from diverse backgrounds.

Empathy and Compassion: Empathetic and nonjudgmental approach to supporting clients experiencing trauma, with a commitment to upholding their dignity, autonomy, and self-determination.

Organization and Time Management: Strong organizational skills and the ability to manage multiple priorities, meet deadlines, and maintain accurate records in a fast-paced environment.

Flexibility: Willingness to work flexible hours, including evenings and weekends, as needed to meet the needs of clients and participate in community events.

**Why True North?**

In joining the True North team, you will become part of a dedicated and passionate group of professionals who value healthy workplace culture and wellness. Our team is dedicated to helping all people impacted by abuse through a client-centered, trauma-informed, solution-focused, and strengths-based approach.

True North offers a comprehensive health benefits package and 96 hours of wellness/personal time annually to all full-time team members, as well as 3 weeks vacation annually, accrued over the first year of employment. The salary range for this position is $57,000 – 62,000 annually.

True North is committed to building a team that represents the community and clients that it serves. We value and embrace diversity and special consideration will be made in recruitment and selection of new employees who contribute to a culture of inclusion and equal opportunity.

**To Apply:**

Please submit a cover letter and resume as application to this position with attention to Linda McLean, Executive Director, at [lindam@truenorthab.com](mailto:lindam@truenorthab.com). This position will remain open until **23:59 MST on April 30, 2024.** While we thank all those who take the time to express interest, only those selected for an interview will be contacted. Thank you for your interest in the position.