



## Hamilton Regional Indian Centre Employment Opportunity *Closes: Posted until filled*

The Hamilton Regional Indian Centre is currently accepting applications for the position of **Program Worker**.

The Hamilton Regional Indian Centre (HRIC) is a large Indigenous not for profit organization. We are culturally based and committed to driving positive change for the community. As a staff member of HRIC you will have opportunity for professional growth, access to Elders and Traditional Knowledge Keepers and a generous benefit package. We strive to uphold pre-colonial management and policy structure, while being supportive and maintaining a positive work atmosphere.

The HRIC Program Worker, under the direction of the Executive Director or Designate, is responsible for providing programming to HRIC program participants in various settings. The focus of programs offered by the program worker are to enhance life skills that foster independence and confidence, increase health and wellbeing, and that will nurture a sense of belonging and connection to the Indigenous (FNMI) community and culture.

### **QUALIFICATIONS:**

- 2-year post-secondary education in Indigenous Studies, Social Service work or a combination of equivalent and relevant education;
- Experience within an Indigenous organization or community, and/or social service setting;
- Comprehensive knowledge of legislation that negatively impacts Indigenous peoples i.e. Family, education, employment, health, judicial, etc.;
- Strong knowledge and awareness of Indigenous culture and history, with particular on the emphasis on the impacts of trauma;
- Knowledge of Indigenous and non-Indigenous supports and services;
- Demonstrated ability to work collaboratively within the community and with a team of service providers, and to build and maintain lasting working relationships;
- High flexibility with strong interpersonal skills that allow one to work effectively in a diverse environment;
- Experience in using Microsoft Office/365 applications and other databases;
- First Aid or CPR certification or be willing to be certified;
- Non-Violent Crisis Intervention training and experience;
- Valid driver's licence with clear driving record is an asset: and,
- Satisfactory Criminal Record Check or Vulnerable Sector Check (if applicable).

**HOURS OF OPERATION:** Monday to Friday 8am to 8pm (8-hour shift within these hours of operation), occasional evenings/weekends

**SALARY:** \$50,930.00 per annum



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The HRIC is a highly flexible organization offering additional compensation including 5 paid cultural days, 4 paid holidays beyond mandatory Employment Standards, paid shutdown over the winter holiday week, and health benefits. HRIC health benefits are offered to full time permanent employees, employees will be able to enroll upon the successful completion of their (3) three-month probationary period.

HRIC is committed to providing a barrier-free work environment in concert with the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code. As such, Hamilton Regional Indian Centre will make accommodations available to applicants with disabilities upon request during the recruitment process.

HRIC strives to ensure that its employment practices are free from direct and indirect discrimination and is committed to upholding the human rights of those participating in the hiring process. In pursuit of this commitment, Hamilton Regional Indian Centre will not condone or tolerate any acts of discrimination or harassment under any of the grounds protected under human rights legislation. This commitment extends to the hiring process and throughout the course of employment.

Since this position is engaged primarily in serving the interests of Indigenous people, HRIC shall give preference to Indigenous people who possess the requisite skill sets and experience.

Please submit a cover letter, resume, 3 references to [jobs@hric.ca](mailto:jobs@hric.ca) or in an envelope marked **CONFIDENTIAL** to:

Human Resources  
Hamilton Regional Indian Centre  
34 Ottawa Street North, Hamilton, Ontario L8H 3Y7  
FAX: 905-548-0024