



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

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The Hamilton Regional Indian Centre is currently accepting applications for the position of **Endaayaang Navigator**.

The Hamilton Regional Indian Centre (HRIC) is a large Indigenous not for profit organization. We are culturally based and community focused 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 Endaayaang Navigator under the direction of the Executive Director will assist youth in securing and maintaining safe and stable housing and walk alongside them on their path to reclaiming their Indigenous identity through cultural immersion and support.

### **Job Requirements:**

- College diploma in Social Services or closely related field or a combination of education and experience which provides the required knowledge, skills and abilities as determined by the employer;
- A minimum of 2 years' experience in advocacy or support in a community organization is desirable and/or experience with the criminal justice, child welfare and health care systems;
- Experience working with Indigenous peoples;
- Knowledge of the importance of First Nations language and culture traditions;
- An understanding of Housing First for Youth principles, housing supports, financial supports and other housing resources;
- Excellent communication skills, particularly in the areas of negotiation, facilitation, mediation, and problem solving;
- Knowledge of Indigenous and non-Indigenous community services and supports;
- Demonstrates cultural competency including awareness, knowledge and empathy;
- Demonstrated experience and or understanding of Trauma Informed Care;
- Non-violent Crisis Intervention Training;
- Ability to use initiative and work independently;
- High flexibility with strong interpersonal skills that allow one to work effectively in a diverse environment and to collaborate within a group setting;
- Must be available to work some evenings and occasional weekends;
- Must possess a valid driver's license with a clean driving record;
- Must have or obtain, within 30 days of hiring date, a Vulnerable Sector CPIC.

**SALARY:** \$51,841.00/per annum



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HRIC is a highly flexible organization offering additional compensation including 5 paid cultural days (as per HRIC Personnel Policy guidelines), 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