



Hamilton Regional Indian Centre Employment Opportunity

Closes: Posted until filled

The Hamilton Regional Indian Centre is currently accepting applications for the position of **Lifelong Care 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 goal of the Lifelong Care Program is the provision of culturally based long-term care (LTC) community support services through a variety of program formats, the development of community support services with particular attention to the needs of Indigenous seniors/elders, the “disabled” and the chronically ill with special needs and to provide for the development of a comprehensive volunteer support circle.

QUALIFICATIONS:

- College diploma in Social Services, Health Studies, Indigenous Studies or a combination of relevant education, skills, and abilities as determined by the employer;
- 3-5 years demonstrated and related work experience elderly, frail, physically disabled, and/or chronically ill;
- Minimum 3 years of demonstrated and related experience working in an Indigenous organization is an asset;
- Knowledge of Indigenous and mainstream supports and services;
- Strong knowledge and awareness of Indigenous culture, and both historical and contemporary indigenous issues;
- A strong foundation of Indigenous teachings and ceremonies to promote a foundation for growth, health and healing;
- Proven ability to develop, implement and deliver program and services;
- Knowledge and experience in supporting individuals so they may remain in their community and maintain a quality of life respective of their independence and dignity;
- Strong communication, listening and interview skills, as well as critical thinking and problem-solving capabilities;
- Intermediate computer literacy skills including Microsoft office suite and databases;
- Skilled in establishing trusting relationships;
- Non-violent Crisis Intervention training and experience, is an asset;
- First Aid/CPR certification or be willing to be certified;
- 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;
- Valid driver's licence with clear driving record and have access to reliable transportation is an asset; and,
- Clean criminal record check (CPIC) with Vulnerable Sector Check (VSC).

Hours of Operation: Monday to Friday 8am to 8pm (8-hour shift within these hours of operation), occasional evenings/weekends

SALARY RANGE: \$50,930.00-\$57,050.00



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The HRIC is a highly flexible organization offering additional compensation in accordance with current policies. This includes 7 paid personal emergency days, 5 paid cultural days, 4 paid holidays beyond mandatory Employment Standards, paid vacation, paid shutdown over the winter holiday week, and health benefits. HRIC employee group benefits program has mandatory enrollment for full time permanent employees; employees will be eligible 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, HRIC 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, HRIC 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 of Turtle Island, HRIC shall give preference to Indigenous people of Turtle Island who possess the requisite skill sets and experience.

HRIC does not currently use Artificial Intelligence (AI) in the screening of applications.

Please submit a cover letter, resume, 3 references to 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