



EMPLOYMENT OPPORTUNITY

ANISHINAABEK WIIDOSENDIWAK PREVENTION WORKER

RE-POST

POSITION SUMMARY

Henvey Inlet First Nation is seeking at full-time **Prevention Worker** to join Anishinaabek Wiidosendiwak. The Prevention Worker reports to the Band Representative Lead and provides prevention and family support services that promote the safety and well-being of Henvey Inlet First Nation (HIFN) children, youth, young adults, and families. The role supports prevention across a continuum of care, including primary (community-centred), secondary (family-centred), and tertiary (individual-centred) prevention, with the goal of reducing risk factors and strengthening protective factors within families and the community.

The Prevention Worker focuses on early intervention, family wellness planning, crisis support, and coordination of wraparound services that help families address challenges and maintain safe, nurturing environments for children. The role supports family preservation, reunification, and kinship or Customary Care approaches wherever possible and helps advance HIFN's approach to child and family wellbeing and supports children remaining connected to their families, community, culture, and identity. This position requires exceptional advocacy and communication skills and strong organization skills.

Henvey Inlet First Nation offers competitive wages, paid vacation and personal emergency days, an incredible pension and benefit package, on-site daycare services for working parents, fifteen paid federal, provincial and First Nations holidays, annual cultural leave, paid Christmas break, and half-day workdays every Friday.

MAIN RESPONSIBILITIES

The Prevention Worker will be responsible to:

Family Support & Prevention

- Provide culturally grounded, strengths-based prevention services that promote the safety, wellbeing, and resilience of HIFN children, youth, young adults, and families.
- Work collaboratively with families to identify strengths, needs, and goals and develop Family Wellness Plans and Plans of Care that support family preservation, safe home environments, and reunification efforts wherever possible.
- Provide home visits, family support, mentoring, and parenting guidance where appropriate.
- Promote Customary Care and kinship care arrangements as preferred options when children cannot remain with their parents.
- Connect families with community supports and services addressing needs such as mental health, addictions, housing, domestic violence, and financial stability.
- Support or facilitate culturally relevant activities, workshops, and programming that promote family wellness, parenting skills, and child development.
- Set-up and decorate event and workshop venues and disassemble and clean-up venues afterwards

Advocacy & System Navigation

- Act as a liaison between HIFN families and child and family services agencies across Ontario and Canada.
- Support families in coordination and navigating services related to housing, mental health, addictions treatment, education, and other social supports.
- Attend case conferences, service planning meetings, and court proceedings as required.
- Ensure the Nation is notified of child welfare involvement concerning HIFN members.
- Promote culturally appropriate, least disruptive approaches that prioritize family preservation and community connection.
- Support compliance with HIFN protocols, *An Act respecting First Nations, Inuit and Métis children, youth and families* (Bill C-92), and applicable provincial legislation such as the Child, Youth and Family Services Act (CYFSA).
- Prepare briefing notes, reports, and Band Council Resolutions (BCRs).

Program Development & Community Engagement

- Support the development and delivery of HIFN prevention programming that reflects community priorities, cultural values, and local needs.
- Assist in planning and delivering community outreach, workshops, education sessions, and awareness initiatives related to child and family wellbeing.
- Support the continued development and strengthening of HIFN's prevention and Band Representative Program and the future Anishinaabek Wiidosendiwak Child and Family Wellbeing Organization.
- Assist in developing intake, screening, and documentation processes and maintain confidential, accurate, and organized case files.
- Participate in training and professional development related to prevention services and Indigenous child and family wellbeing.

Administrative

- Adhere to all HIFN policies and procedures
- Participate in mandatory employee training workshops as required
- Attend and actively participate in team, staff and community meetings
- Other duties as assigned from time to time by the Band Representative Lead, Director of Finance/Administration, or Chief and Council

QUALIFICATIONS

Requirements

- Diploma or degree in Social Work, Child and Youth Care, Indigenous Studies, or a related field (or equivalent combination of education and experience).
- Minimum 2–3 years' experience working with First Nation children, youth, and families.
- Demonstrated knowledge of:
 - Prevention and early intervention approaches in child and family services;
 - Customary Care and kinship care practices;
 - The history and ongoing impacts of child welfare systems on First Nations;
 - Federal legislation including *An Act respecting First Nations, Inuit and Métis children, youth and families*; and
 - Provincial child and family services legislation such as the CYFSA.
- Experience supporting families through service coordination, referrals, and family wellness planning.
- Strong understanding of HIFN community values, culture, and practices.
- Ability to manage multiple case files while meeting timelines and documentation standards.
- Ability to work independently in a fast-paced environment while maintaining strict confidentiality.
- Valid Ontario Class G driver's licence and reliable transportation.
- Clear Vulnerable Sector Check.

Candidates who stand out will have:

- Experience working within prevention and early intervention programming as well as contributing to program development, community outreach, or prevention initiatives.
- Trauma-informed and culturally grounded practical experience.
- Experience supporting families through home visits, family mentoring, or parenting programs.
- Strong advocacy, systems navigation, and service coordination skills.
- Demonstrated ability to build trusting relationships with families, Elders, service providers, and agencies.
- Knowledge of Anishinaabe child wellbeing principles and community-based prevention approaches.
- Commitment to reconciliation and strengthening community-led prevention services.
- Current First Aid and CPR Level C an asset.

WORKING CONDITIONS

The role involves working directly with community members and requires travel within the community for home visits as well as throughout northern Ontario. The role may involve supporting prevention programming in community settings, participating in workshops, outreach activities, and cultural events including community events and ceremonies. Occasional extended hours, including evenings and weekends, may be required. Some administrative work (reports and documentation) will be required. The role requires sensitivity and professionalism when discussing child and family wellbeing.

HOURS OF WORK

Full-Time, 35.5 hrs/week

WORK LOCATION

In-office, some travel within community and throughout Northern Ontario is required

REMUNERATION

\$27/hr-\$40/hr

START DATE

As soon as possible

APPLICATION DEADLINE

Open until filled

Those interested in applying should submit their resume and cover letter in confidence to:

Henvey Inlet First Nation - Human Resources

295 Pickerel River Rd.

Pickerel, ON POG 1J0

Tel: (705) 857-2331

Fax: (705) 857-3021

Email: recruitment@henveyinlet.com

We thank all applicants, however only those selected for an interview will be contacted.

Henvey Inlet First Nation gives preference to all qualified First Nations people in accordance with Section 24(1) (a) of the Ontario Human Rights Code.