

POSITION DESCRIPTION

Position Title: Emergency Services Unit ("ESU") Team Member (11 positions available)

Hours of work 4 Days on 4 days off (12-hour shifts)

Location: Kitchenuhmaykoosib Inninuwug ("KI"), Sioux Lookout, and Thunder Bay, ON

Reports to: Emergency Services Unit Supervisor (Onaakatawapajike)

WHO WE ARE: Kitchenuhmaykoosib Inninuwug Dibenjikewin Onaakonikewin ("KIDO") is the KI Family Law and its Maamao Dibenjikewin Kanawaabajikewin ("MDK") service model carries out child and family services, but KIDO is much broader than mainstream services. It is specific to KI Nation and is an important exercise of Miinikozowin (inherent power) by KI and aims to restore kayaash egwa miina ahchaako kikinohamaakewinan (traditional and spiritual teachings of KI).

VISION STATEMENT: To reach a goal of a healthy self, healthy dibenjikewin (family), and a healthy community. Our ancestors held everything sacred and thanked Kishe-Manido (Creator) for all that had been given, including the foundation to guide a strong community composed of healthy dibenjikewinan (families) who are raising awaashishag (children) and/or oshkaadizag (youth) grounded in their culture and language.

POSITION SUMMARY

The KIDO Emergency Services Unit ("ESU") Team Member will work in a dedicated sector for emergency services reporting to the KIDO Emergency Services Unit Onakatawapajike (Supervisor) of their unit, which are located both on-KI and off-KI (SL/TBAY). They are tasked with ensuring MDK services are carried out effectively in cases of emergencies, including providing responses 24/7, as required.

They will ensure the dibenjikewin unit stays together as much as possible, so that the dibenjikewin circle is not to be broken. Reunification remains a focus in every capacity of their work. They will provide documentation (Safety Plans, Case Notes, other required Forms) so their Onakatawapajike (Supervisor) can communicate with the assigned DO (Dibenjikewin



Oganawenjikeg or Family Keeper). In carrying out these responsibilities, this may include working with other Children's Aid Societies (CAS') such as Tikinagan Child & Family Services ("Tikinagan"), with transfers/securing a kanawendaakosowinik (place of care) for awaashish/oshkaadiz (child/youth).

KIDO ESU Team Members will take a holistic approach and help dibenjikewinan (families) work towards being misiwe minoyaawin – physically, mentally, spiritually and emotionally healthy. They will follow the KIDO mission to revitalize KI values, principles, customs, language, and kayaash egwa miina ahchaako kikinohamaakewinan (traditional and spiritual teachings).

KEY RESPONSIBILITIES

- Must approach all their work based on love and compassion; and remain professional and set aside personal issues, keeping an open mind and not being judgmental.
- The KIDO ESU Team Members will complete training and follow the 6 Principles outlined in Section 9 of the MDK Service Model and ensure support to dibenjikewin, awaashish, oshkaadiz and oniikihiikomaak (family, child, youth and parents) is provided, with a focus on emergencies and first response during after-hours.
- Work under direct supervision and guidance of the KIDO ESU Onakatawapajike and be available to consult on dibenjikewinan (families') files, and to other sectors of MDK with ongoing care for any dibenjikewinan (families) after emergency support is provided.
- Follow-through on the required support for any Wiijihiiwewin Onajikewin (Support Plan) and Kanawenjiikewin Onajikewin (Care Plan).
- Work as a team alongside other KIDO staff showing respect and understanding.
- Identify the resource workers of other KI and external bimoojikewinan egwa wiijihiiwewinan (Program and Services) needed to provide the support and help required.
- Participate on case file transfers from a children's aid society or agency to make sure support is always provided and build relationships to ensure this process is efficient.
- Follow protocols with bimoojikewinan egwa wiijihiiwewinan to share information and work together, ensuring KIDO ESU Team Members are trained and understand.
- Follow and understand the duties in KIDO, and MDK policy.
- Ensure any members of a dibenjikewin understand the MDK processes.
- Ensure KIDO ESU Team Members let awaashish/oshkaadiz know and understand that they have rights and responsibilities under Part 6 of KIDO.
- Ensure KIDO ESU Team Members will let oniikihiikomaak (parents) know and understand their rights and responsibilities under Parts 4 & 5 of KIDO.



KITCHENUHMAYKOOSIB INNINUWUG DIBENJIKEWIN ONAAKONIKEWIN Pra 1dパ ムテケくハ ハンプログラ トマイクログラ

- Work closely to guide KIDO staff to focus on prevention and/or reunification, while providing the support required to carry out the mission of KIDO.
- Participate in training and complete training required under KIDO.
- Complete the required training and develop/assist in any relevant training programs/circles, including being able to assist the ESU Team Onakatawapajike with communicating with other sectors of the MDK to understand the operations of the KIDO ESU and work collaboratively across services.

Other Duties

- Take personal responsibility to increase sensitivity, awareness, and implementation of cultural teachings and organizational practices in both professional conduct and workrelated deliverables.
- Access and utilize Elders and Knowledge holders for teachings and guidance as it relates to work deliverables.
- Be prepared to work in conjunction with the philosophy and mandate of the Organization.
- Adhere to the Policies and Procedures as set by the Organization.
- Always maintain professionalism.
- Adhere to the Code of Ethics and positive relationship building.
- Regular attendance and conduct at work according to the requirements of KIDO Policies and Procedures.

COMPETENCIES REQUIRED

Skills and Attributes:

- Knowledge of Indigenous culture, traditions, and Indigenous communities
- Approachable, understanding, and receptive
- Active listener
- Ability to solve problems
- Ability to de-escalate situations

QUALIFICATIONS AND REQUIREMENTS

Required



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- Work experience of at least two (2) years with a proven ability to perform duties in the awaashish, oshkaadiz, and dibenjikewin bimoojikewinan egwa wiijihiiwewinan (child, youth and family programs and services).
- Completion of high school, a two (2) year community college diploma in social services, university bachelor's degree and/or other education is an asset.
- Have an interest in learning new skills and upgrading educational level, for which on the
 job training will be provided in order to better serve dibenjikewin, awaashish and
 oshkaadiz (family, child and youth) of KI.
- Preference given to those that have experience and understanding of the history of KI, including the traditional culture and the impacts colonization has had on the community; but anyone without this will receive required training and a textbook on the community will be provided.
- Must possess good verbal and written communication skills, including KI Anishininiimowin language (considered an asset).
- Computer literacy and typing skills required; familiarity with computerized data systems an asset.
- Professional integrity and ability to maintain confidentiality are essential.
- First Aid, CPR, and other training considered an asset.
- A valid driver's license is mandatory.
- A Criminal Record Check, with a Vulnerable Sector Check, is required.
- Ability to travel is required (KI, Sioux Lookout, Thunder Bay), and being available on short notice will be necessary.
- Commensurate education and experience will be considered.

HEALTH & SAFETY

All employees are required to carry out their duties in a manner that does not adversely affect their own health and safety and that of others by reporting all potential hazards; and all incidents and injuries; as well as co-operating with any measures introduced in the workplace to improve health and safety.

To apply for this Emergency Service Unit Team Member position, please send a cover letter and your resume by 5 p.m. on Friday, Nov. 29, 2024, to:

KIDO Director of Services

Box 214, 1017 Nuhmaykoos Road Big Trout Lake, ON

POV 1G0 Fax number: 1-807-537-0044 Email: hr@kido209.ca