



## **Kitchenuhmaykoosib Inninuwug Dibenjikewin Onaakonikewin (KIDO) Maamao Dibenjikewin Kanawaabajikewin (MDK)**

*KIDO, the “KI Family Law”, has a vision is to create healthy self, healthy family, and healthy community. The emphasis of service is on family healing and maintaining connections within families and the community. KIDO’s mission is that our dibenjikewinan (families) can raise our awaashishag (children) and oshkaadizag (youth) in healthy homes.*

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### **Dibenjikewin Oganawenjikeg – “DO” (2 Positions in KI, 6 in Thunder Bay, 3 in Sioux Lookout)**

#### **POSITION SUMMARY**

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The **Dibenjikewin Oganawenjikeg (“DO”)** means “family keepers” and they will work directly with awaashish (child), oshkaadiz (youth) and dibenjikewinan (families) of KI.

There are many aspects to Maamao Dibenjikewin Kanawaabajikewin (“MDK”), which means the “tradition practice of child rearing and care involving all members of a dibenjikewin and community” and is also the name of KIDO’s service model. Within the MDK, some of the most important work is carried out by DO, as they will focus on keeping the dibenjikewin together and/or reunification in any capacity during their work, so that the dibenjikewin circle is not broken. There are different kaa-iishi-niibawijikaatek (principles) a DO will follow while carrying out their expected roles, with includes focusing on the Wijihiwewinan Onajikewin (Helping Plan) and/or Kanawenjiikewin Onajikewin (Care Plan) of an awaashish/oshkaadiz.

Their work will require a home visit approach and daily contact with the Kewiwijihiikoosiwaach (people who will need help) in their assigned MDK files. It is also important for DO to work with dibenjikewinan with a holistic approach and help them work towards being misiwe minoyaawin – physically, mentally, spiritually and emotionally healthy.

DO will carry out the KIDO mission, become trained as required to fulfill their responsibilities, and will report to their assigned DO Onakatawapajike (DO Supervisor).

##### **Qualifications and Requirements:**

1. Work experience of at least two (2) years with a proven ability to perform duties in the awaashish, oshkaadiz, and dibenjikewin bimoojikewinan egwa wijihiwewinan (child, youth and family programs and services) is required.



2. 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.
3. Have an interest in learning new skills and upgrading educational level, for which on the job training will be provided, to carry-out services to dibenjikewin, awaashish and oshkaadiz of KI.
4. Working knowledge of the KIDO and MDK Service Model.
5. Preference given to those that have experience and understanding 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.
6. Must carry out the KIDO principles, mission, and values.
7. Must possess good verbal and written communication skills, including Anishiniimowin, the language of KI.
8. Providing coaching, mentoring and taking a teamwork approach with assigned staff is essential.
9. Good organizational and project management skills; ability to work independently and in a team are essential.
10. Computer literacy and typing skills are required; familiarity with computerized data systems is an asset.
11. Professional integrity and ability to maintain confidentiality are essential.
12. Ability to manage time of assigned duties is essential; with some flexible hours necessary.
13. A valid driver's license is an asset.
14. A Criminal Record Check, with a Vulnerable Sector Check, is required.
15. Ability to travel is required (KI, Sioux Lookout, Thunder Bay).

### **Duties and Responsibilities:**

1. 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.
2. Will spend time with the dibenjikewin members to develop a helping relationship, build trust and truly listen to the dibenjikewin with 2-way communication.
3. There are 6 kaa-iishi-niibawijikaatek (principles) outlined in section 9 of the MDK. The DO will follow each kaa-iishi-niibawijikaatek when appropriate to provide the needed support.
4. To develop a Wijihiiwewin Onajikewin (Care Plan) with the oniikihiikomaak (parents) and any awaashish/oshkaadiz (child/youth), if they are between 12-15 years old; and provide initial hand-in-hand guidance to lead oniikihiikomaak into being able to care of their dibenjikewin.



5. To develop a Wijihiiwewin Onajikewin with the awaashish/oshkaadiz, if they are between the ages of 16-25 years old, and any auntie/uncle advocate assigned; and provide initial hand-in-hand guidance to lead awaashish/oshkaadiz into independent adulthood.
6. Demonstrate teamwork alongside other DO and MDK staff to provide the appropriate level of support based on whether the danendamihiiwen (concern) was urgent, moderately urgent or non-urgent; including understanding when to refer to KIDO Emergency Services Unit.
7. Document all aspects of the members of a dibenjikewin in their file(s) and any naanaakajijikewin (investigation) after any reported danendamihiiwen is verified; providing updates as developing.
8. Identify and become familiar with other KI and external bimoojikewinan egwa wijihiiwewinan that are needed to provide the support and help required, with a focus on prevention services based on whether the danendamihiiwen was urgent, moderately urgent or non-urgent.
9. Follow protocols with bimoojikewinan egwa wijihiiwewinan to share information and work together, ensuring to be trained and understand all protocols and procedures.
10. Work on providing prevention services and not remove an awaashish from the home prior to following all aspects within MDK and with external service providers.
11. Follow and understand the duties in the KIDO, MDK Service Model, including any Nakoomidowin (agreements), Kichikidowinan (Declarations) and protocols.
12. Ensure the any members of a dibenjikewin understand the MDK process, including the KI Dispute Resolution (KIDR) process and Odoonendamaakeg (decision makers) of that process.
13. Have awaashish/oshkaadiz know and understand that they have rights and responsibilities under *Part 6* of KIDO.
14. Have oniikihiikomaak know and understand that they have rights and responsibilities under *Parts 4 and 5* of KIDO.
15. Assign an Odoosisimaa/Okoomisimaa (auntie/uncle) advocate to awaashish/oshkaadiz that are involved in, or wish to be involved in, their Kanawenjiikewin Onajikewin (Care Plan) or other actions involved with their file and work alongside the DO Owiiichiitaso.
16. Ensure each awaashish/oshkaadiz is able to be taught their traditional language, history and culture as part of teamwork with other DO.
17. Work closely with dibenjikewin and hold dibenjikewin onajikewin (family meeting) as required so that everyone involved with the awaashish/oshkaadiz can assist with reunification and/or provide support with maintaining short-term and long-term goals.



18. Work closely with others DO and MDK staff, maintaining excellent communication and listening skills in order to best serve dibenjikewinan.
19. Work closely with dibenjikewinan, as well as other extended family members, to move towards reaching dibenjikewin goals and prevention supports as much support as possible while carrying out the mission of KIDO.
20. Provide technical resources and general guidance for dibenjikewin in need of information to address any self-reported danendamihiiwenan, including the establishment of workshops to address dibenjikewin needs and community issues that regularly arise.
21. Assess the needs of dibenjikewinan and arrange services to meet them – “wrap-around services”.
22. Participate in training and complete as per expected training outline under KIDO.
23. Advocate for dibenjikewinan with Chief & Council, and with KI and external bimoojikewinan egwa wiijihiiwewinan.
24. Understand the traumas of the dibenjikewinan they work with to identify underlying causes and/or persistent issues that need to be addressed.
25. Ensure dibenjikewinan of KI have access to traditional and spiritual bimoojikewinan egwa wiijihiiwewinan to deal with root causes of their issues, provided in KI as much as possible but refer to external professional, if needed.
26. Ensure there are supports in place involving an oshkaadiz that is already a mother or is pregnant when danendamihiiwewiidamaakewin comes in.
27. Ensure dibenjikewinan of KI have access to attend treatment through land-based healing, so they can remain in the community as much as possible.
28. Encourage empowerment and healing of all dibenjikewinan of KI.

*NOTE: While formal education is listed in the qualification section the hiring committee will consider it favourably when the candidate themselves is from KI and have local knowledge of the community, reserve life, and culture. For example, they know and have a relationship with the homelands, know KI spirituality, know the prayers, the landscapes, the waters, the people, the way we view our elders, the challenges of living in a remote reserve and can show a commitment to helping awaashish, oshkaadiz egwa dibenjikewinan of KI. It will also be an asset if the candidate can walk their talk, for example, lives a healthy lifestyle themselves and have a healthy dibenjikewin life.*