



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.

DO Onakatawapajike (1 position in KI and in Thunder Bay)

POSITION SUMMARY

Position Summary:

The Dibenjikewin Oganawenjikeg (DO) Onakatawapajike means “family keepers supervisor”, and the DO Onakatawapajike will be responsible for overseeing the work of DO as they work directly with awaashish (child), oshkaadiz (youth) and dibenjikewinan (families) and other administrative staff in their assigned office, such as DO Owiichiitaso and support staff.

The MDK service model has different sectors within the Dibenjikewin Kanawaabajikewin (Family Care) branch of services that require the supervision and leadership of localized DO Onakatawapajike. This is due to KIDO offices operating the MDK located both on-reserve and off-reserve; with sub-offices in Sioux Lookout, ON and Thunder Bay, ON.

The DO Onakatawapajike will ensure the DO are following a home visit approach and are in regular contact with awaashish/oshkaadiz and dibenjikewin, and working with the others to provide the best ongoing care. In carrying out these responsibilities, the DO Onakatawapajike need to work with other Children’s Aid Societies (CAS’) such as Tikinagan Child & Family Services (“Tikinagan”), with transfers and/or securing a kanawendaakosowinik (place of care) for an awaashish/oshkaadiz.

It is also important that they promote and encourage a holistic approach to MDK services, so all dibenjikewin members can become misiwé minoyaawin – physically, mentally, spiritually and emotionally healthy.

The DO Onakatawapajike will carry out the KIDO mission, their responsibilities, and will report to the KIDO Assistant Director.



Qualifications and Requirements:

1. Work experience of at least five (5) years with a proven ability to perform duties in the awaashish, oshkaadiz, and dibenjikewin bimoojikewinan egwa wiijihiiwewinan (child, youth and family programs and services) is required, with experience in a management and/or emergency or after-hours response positions is an asset.
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 and work flexible hours as required.
13. A valid driver's license is mandatory.
14. A Criminal Record Check, with a Vulnerable Sector Check, is required.
15. Ability to travel is required (KI, Sioux Lookout, Thunder Bay); with potential for short-notice.

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. The DO Onakatawapajike will oversee their assigned areas by the KIDO Assistant Director and ensure that DO are following the 6 kaa-iishi-niibawijikaatek (principles) outlined in section 9 of the MDK.
3. Provide direct supervision and guidance to their MDK Services office and be available to provide consultation and direction on all the dibenjikewinan (families') files, and to other sectors of MDK with ongoing care for any dibenjikewinan after emergency support is provided. This will require working with other DO Onakatawapajike of MDK, including being knowledgeable about and working with the KIDO Emergency Services Unit.
4. Ensure DO follow-through on the required support for any Wijihiwewin Onajikewin (Support Plan) and Kanawenjikewin Onajikewin (Care Plan).
5. Work as a team alongside other MDK staff showing respect and understanding.
6. Identify the resource workers of other KI and external bimoojikewinan egwa wijihiwewinan (Program and Services) needed to provide the support and help required.
7. 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.
8. Follow protocols with bimoojikewinan egwa wijihiwewinan (program and services) to share information and work together, ensuring all personnel in their office are trained and understand all protocols and procedures as required by each of their respective positions.
9. Follow and understand the duties in KIDO, and MDK policy.
10. Ensure any members of a dibenjikewin understand the MDK processes, including the KI Dispute Resolution (KIDR) process.
11. Ensure DO let awaashish/oshkaadiz know and understand that they have rights and responsibilities under *Part 6* of KIDO.
12. Ensure DO let oniikihiikomaak know and understand that they have rights and responsibilities under *Parts 4 and 5* of KIDO.
13. Ensure all DO understand that an Odoosisimaa/Okoomisimaa (auntie/uncle) advocate is needed for an awaashish/oshkaadiz that is involved in, or wish to be involved in, their Kanawenjikewin Onajikewin (Care Plan) or other actions involved with their file.
14. Work closely to guide DO and other office staff to focus on prevention and/or reunification, while providing as much support as possible while carrying out the mission of KIDO.
15. Participate in training and complete training required under KIDO.



16. Ensure all DO have completed required training and develop/assist in any relevant training programs/circles, including providing any resources to other DO Onakatawapajike of MDK understand the operations of their sectors, the KIDO Emergency Services Unit and other relevant information for best practices.
17. Understand the traumas of the dibenjikewinan that interact with their office to identify underlying causes and/or persistent issues that need to be addressed through specific approaches and program focuses.
18. 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.