



Restorative Youth Justice (Circle Keeper)

We are seeking a highly motivated individual that is focused on helping others to heal and help them to work on personal growth as well as working towards a healthier positive lifestyle choice. Restorative Justice involves circle process to help with mediation, regarding criminal matters, civil matters, conflict resolution, lateral violence, bullying, cyber bullying. Although the primary focus of the position is youth, the role is an integral part of the Restorative Justice Team, co-facilitating Circle process, which also includes working with the Healing to Wellness Court Team.

Job Description:

- Assess and evaluate the suitability of potential clients to determine if Restorative Justice processes would be appropriate to assist them in their current situation.
- To work on establishing a relationship with both the harmer(accused/offender) and the Harmed(victim), and the community, with the premise of meeting in circle process to work towards collaboration and resolution of the conflict at hand.
- To maintain the safety and integrity of all participants within circle process, ensuring that everyone is safe, and engaged, and to prevent further harm to the relationship, while in circle.
- To understand the importance of confidentiality, and the impacts it has on relationships within the community.
- Co-facilitate Circle Processes, with Community Justice Facilitator (Circle Keeper)
- Ability to make appropriate recommendations in circle process, utilizing local resources and a wholistic healing approach.
- To maintain accurate and up to date records of work undertaken with young offenders and their families.
- Develop and strengthen professional relationships with referring agencies.
- Collaborate with other professionals regarding resources for young people.
- Attend and contribute to professional meetings, where appropriate
- Provide opportunities for offenders, victims, and communities affected by a crime to communicate (directly or indirectly) about the cause, circumstances, and impact of that crime, and to address their relative needs.
- Encourage meaningful engagement and accountability and provides an opportunity for healing, reparation, and reintegration.
- To be an effective and integral part of the Restorative Justice team, to co-facilitate Circle process with Community Justice facilitator, as well as work with the Healing to Wellness Team, and their clients.
- To carry out other duties and jobs, as required by the Executive Director of BGC Saddle Lake, to whom the Saddle Lake Restorative Justice Team reports to.

Knowledge & Experience:

- Experienced in facilitating Restorative Interventions from a broad spectrum of situations (both Criminal matters, as well as non-criminal matters.)
- Ability to work under pressure and to maintain deadlines.
- Self-motivated and able to work on own initiative.
- Ability to manage a demanding workload.
- Ability to work effectively as part of a team.
- Ability to communicate effectively with young people, victims, parents, and workers from a range of cultural backgrounds.
- Ability to maintain clear records of work undertaken.
- Experience of computerised recording systems



- Knowledge and understanding of Restorative Justice principles and processes (Healing Circles, Sentencing Circles, Peacemaking Circles, Mediation)
- Experience of working in partnership with other professionals, agencies, and community organisations.

- Must have a working knowledge and understanding of Trauma informed practices, dealing with:
 - Intergenerational Trauma of Residential Schools
 - Gangs and gang member mentality
 - Understanding of grief and loss dynamics
 - Addictions and Addictive behaviours (both chemical and non-chemical)
 - Understanding the differences/challenges facing individuals living both on reserve and off reserve, and mainstream society
 - Understanding coping skills and defensive mechanisms
 - Dealing with dysfunctional families, affected by multitude of unhealthy coping behaviours.

Qualifications

- Minimum of 2-year certification or diploma in the human services field with related experience OR 2 year's experience with related experience in dealing with people in trauma.
- Must have excellent public relations skills, both verbal and written.
- Must be highly motivated and a self-starter.
- Basic computer skills with working knowledge of Microsoft office programs (Word, Excel, Mail), as well as online meeting programs (i.e., Zoom, Web-Ex)
- Ability to speak Cree would be an asset.
- Knowledge and understanding of Cree Culture/ceremonies would be an asset.
- To be able to role model a healthy sober lifestyle.
- To be a respectable member of the community at large
- To have a valid Criminal Record Check, Vulnerable Sector Check
- To have a valid driver's license, and dependable vehicle.
- Able to travel, as needed, for Circles.

Interested applicants can forward their covering letter, resume, and 2 character references (personal and professional), Criminal Record Check, Vulnerable Sector Check, to the Executive Director of BGC Saddle Lake at: slbgclub@gmail.com

Closing date of job posting: November 17, 2023.

Interviews: TBA

Projected Start Date: December 4, 2023