

Job Title: Indigenous Bail Worker

The John Howard Society of London and District (the Society) is a not-for-profit organization with a mission to promote *effective, just and humane responses to crime and its causes*. The Society has been providing a broad range of evidence-based and outcome-driven community services in London and District for over 75 years. Our organization has a strong history of helping individuals and families who are at risk of, or who have come into conflict with the criminal justice system

The Bail Verification and Supervision Program (BVSP) provides community supervision to eligible individuals who do not have the financial or social supports to meet bail requirements. Prospective clients are interviewed while in custody to determine eligibility. If release is approved by the court, clients report weekly, or more frequently, to have their conditions monitored. The program also provides enhanced supervision to support clients with mental health and substance use issues. The program offers specialized bail services for Indigenous people using a culturally appropriate approach to supervision.

Job Summary:

This is a full-time position; 35 hours per week commencing as soon as possible. The salary range is between \$43,000 to \$50,000 based on experience. This position will be responsible for supervising Bail Court orders, monitoring bail release conditions and providing support to Indigenous clients in the Bail Verification and Supervision Program. **The Society is seeking a candidate from the Indigenous community** to work with Indigenous clients using a culturally appropriate approach.

Qualifications:

- **An Indigenous background is a must**
- College or university degree or equivalent work experience
- Experience in crisis intervention is an asset
- Knowledge of Indigenous community resources and the Gladue principles
- Ability to articulate criminal and social justice issues
- Excellent written and verbal communication skills
- Self-motivated individual with strong organizational and interpersonal skills
- Project a positive, friendly and professional attitude
- Ability to work independently as well as part of a team
- Excellent decision making and problem-solving skills
- Excellent computer skills
- Criminal record check is required

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Responsibilities:

- Attend court as a representative of the John Howard Society's Bail Program
- Develop and maintain cooperative working relationships with court officials, justice stakeholders and community organizations
- Review documents, gather information and assess eligibility for bail release into the program
- Interview prospective candidates for bail, virtually or in person
- Obtain relevant information from police, defence lawyers and Crown's office
- Complete verification process and communicate outcome to appropriate stakeholders
- Monitor clients' bail conditions according to program standards
- Complete risk-need assessments and intervention plans
- Provide support and referrals to culturally appropriate services to address client needs
- Maintain case recording of all contacts made with the clients and other agencies on their behalf
- Liaise with police, court officials and Indigenous service providers to support bail clients
- Travel to the surrounding Indigenous Communities to meet with clients as required
- Provide crisis intervention to Bail clients as needed
- Ensure adherence to the Bail Program contract, policies and procedures
- Prepare and complete weekly/monthly statistical reports
- Work cooperatively with other Bail Supervisors in the team

Send a resume and cover letter to the attention of: **Taghrid Hussain (her/she), Executive Director**

At: thussain@jhslondon.on.ca

Please put in subject line: **Indigenous Bail Worker**

Please Note: The John Howard Society of London and District is an equal opportunity employer. We are particularly interested in encouraging qualified applicants from all communities that reflect the diversity of the individuals and families we serve. We are committed to a selection process and work environment that is inclusive and barrier free.

We would like to take this opportunity to thank all those who apply and advise that we will be responding only to those selected for an interview.

Our agency is committed to providing an accessible recruitment process. If you require accommodation during any stage of the recruitment and selection process due to a disability, please let us know. Accommodation requests will be considered on an individual basis and appropriate supports will be arranged to meet the applicant's needs.