



Job Title: Respite Worker

(This position will be transitioning to a new role within Zaag'idiwin)

Organization: Zaag'idiwin Naaknigewin

Salary Range: \$64,760 – \$68,500 annually

Location: 9 Village Road, Southampton, Ontario N0H 2L0

Job Type: Full-Time, Contract, Two (2) Position.

About Zaag'idiwin Child and Family Services

Zaag'idiwin Child and Family Services is a newly established organization dedicated to promoting the wellbeing of Saugeen First Nation children and families and building capacity to operationalize Saugeen's child wellbeing law, Zaag'idiwin. Saugeen children and families are at the core of who we are — they are our most valuable resources. We believe it is our collective responsibility as Saugeen to care for one another.

Position Summary

The Respite Worker provides short-term care and relief to families, caregivers, and children involved with Zaag'idiwin Naaknigewin. This role focuses on maintaining a safe, nurturing, and culturally grounded environment while ensuring the emotional, physical, and social needs of children are met during respite periods.

Key Responsibilities

- Provide temporary care for children and youth, ensuring their safety, wellbeing, and engagement in healthy activities.
- Support children in daily routines, including meals, hygiene, homework, and recreational activities, light housekeeping.
- Work in multiple client's homes, adjusting to varying household routines, environments and expectations.
- Maintain open communication with families, caregivers and supervisors to ensure consistent and effective care.
- Follow individual care plans and support strategies as directed.
- Monitor and document changes in the clients (child) behavior health or well-being and report concerns promptly.

- Create and maintain a culturally safe and respectful environment that incorporates Saugeen traditions, language, and values.
- Work collaboratively with families, caregivers, and ZNDN staff to support children's needs during respite.
- Document daily activities, behaviours, and any incidents in accordance with ZNDN policy.
- Respond to crisis situations calmly and effectively, following established protocols.
- Participate in cultural activities, teachings, and training sessions as part of ongoing professional development.
- Maintain confidentiality and uphold all privacy and child protection legislation.
- Other related duties as assigned to support the operational success of Zaag'idiwin Naaknigewin.

Qualifications & Experience

- College diploma or equivalent in Child and Youth Care (CYW), Social Services (SSW), or related field preferred. (DSW) or (ECE)
- Experience working with children, youth, or families in a caregiving, support, or respite capacity. Autism & behavior training is an asset.
- Knowledge of Saugeen culture, language, and traditions is an asset.
- Ability to work independently in different home environments while maintaining professionalism and respect.
- Some experience working with children and youth that have mental health concerns, and/or experienced trauma.
- Proven experience working independently on your own, responsibilities as well as within a broader team providing excellent customer service
- Strong interpersonal skills and ability to build trust with children and families.
- Ability to manage challenging behaviours in a respectful, supportive manner.
- Excellent interpersonal and conflict management skills
- Standard First Aid/CPR and Non-Violent Crisis Intervention (or willingness to obtain).
- Valid driver's license and access to a reliable vehicle.
- Criminal Record Check and Vulnerable Sector Check required.

Work Schedule:

Ability to work: days, evenings and weekends. The hours are on an ongoing basis (subject to change based on client's needs and availability)

Equal Opportunity & Preference

Zaag'idiwin Child and Family Services promotes equal employment opportunities. Preference will be given to candidates who identify as Indigenous, particularly those who are members of Saugeen First Nation, in alignment with the needs of the communities we serve.

How to Apply

Interested candidates are invited to submit their resume and a cover letter detailing their qualifications and vision for the role. Please ensure that your application highlights how your experience aligns with the Key Responsibilities & Qualifications.

Applications must be submitted in Word or PDF format.

In the subject line, please include: First Name Last Name – Position You Are Applying For.

Submit your application via email or post, by **4:00 p.m. Monday, September 1, 2025** to:

Candice Ruhl, Director of Human Resources – Zaag'idiwin Naaknigewin
9 Village Road, Southampton, Ontario N0H 2L0
candice.ruhl@saugeen.org