

Job Title: Child Well-Being Worker

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

Organization: Zaag'idiwin Ngodoodegizwin Dibendaagizwin Naaknigewin Inc.

Salary Range: \$83,670 – \$85,285 per year

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

Job Type: Full-Time, Contract, Four (4) Positions

About Zaag'idiwin Ngodoodegizwin Dibendaagizwin Naaknigewin Inc.:

Zaag'idiwin Naaknigewin 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 Child Well-being Worker plays a central role in ensuring the safety and wellbeing of Saugeen First Nation children. Reporting to the Child Well-being Manager, the worker will engage directly with children, families, and community partners to assess and respond to child safety concerns, develop culturally grounded care plans, and provide ongoing support to strengthen family and community connections.

The successful candidate will demonstrate an in-depth understanding of Indigenous approaches to wellness, child development, and healing practices, and uphold the values of Zaag'idiwin – love, respect, courage, honesty, wisdom, humility, and truth.

Key Responsibilities:

Child & Family Support and Protection

- Respond promptly to referrals, concerns, or notifications involving the safety of children.
- Conduct culturally sensitive child protection assessments and investigations.
- Provide crisis intervention, case management, and family support services rooted in Indigenous values.
- Develop and maintain Plans of Care with families and update them regularly.
- Attend court proceedings and prepare comprehensive written/oral reports as required.
- Ensure timely and thorough documentation of case files, communications, and care plans.
- Engage children and families in family circles, healing circles, and traditional conflict resolution processes.

Collaborative Case Management

- Work closely with internal staff, cultural knowledge holders, and community supports to deliver coordinated services.
- Liaise with external child welfare bodies, including the Ministry and relevant CAS agencies.
- Refer families to appropriate mental health and wellness supports, prioritizing Indigenous-led services.
- Support the Grandparents Tribunal and Elders Council in providing cultural guidance.
- Participate in multi-disciplinary teams and joint case conferences.

Community Engagement & Development

- Build and maintain positive relationships with community members and local partners.
- Support education and outreach to promote child and family wellness.
- Help develop new prevention programs and strategies.
- Attend committees and community gatherings representing Zaag'idiwin.

Administrative & Quality Assurance

- Prepare accurate and timely reports for internal and external use.
- Participate in evaluations, staff meetings, and training.
- Maintain current knowledge of child welfare legislation and policies.
- Ensure client confidentiality and adherence to organizational policies.

On-Call Emergency Support

- Participate in rotating shift work, on-call rotation and be available for emergencies.
- Respond to after-hours calls involving child safety concerns.
- Document all actions taken and follow up accordingly.

Qualifications:**Education & Experience**

- SSW, BSW, MSW, or diploma with 3+ years in child welfare/protection.
- Experience with Indigenous children and communities, ideally in a First Nation setting.
- Valid Class G license and reliable vehicle.

Knowledge & Skills

- Understanding of Indigenous family systems and healing practices.
- Knowledge of CYFSA and related legislation.
- Strong crisis intervention and advocacy skills.
- Proficiency in Microsoft Office and case management software.

Personal Attributes

- Grounded in Indigenous cultural values and traditions.
- Empathetic and culturally humble.

- Strong verbal and written communication skills.
- Reliable, organized, and adaptable in a fast-paced environment.

Conditions of Employment:

- Annual Vulnerable Sector Check.
- Valid CPR and First Aid certification.
- Valid driver's license, clean abstract, and dependable vehicle.
- Availability for on-call and flexible hours.

Equal Opportunity & Preference:

Zaag'idiwin Naaknigewin 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.

Submit your application via email or post, **by 4:00 p.m. Tuesday, December 9, 2025** to:

Candice Ruhl

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