School Counselling & Support Worker – 198-26-1
Kanikonriio Child and Youth Programs, Social Services
Full-Time

Applications will be received by Six Nations of the Grand River and Grand River Employment & Training (GREAT) up until 4:00 p.m. EST, Wednesday**, November 25, 2026,** for the **School Counselling & Support Worker** with **Kanikonriio Child and Youth Programs, Social Services**. The Six Nations of the Grand River Application for Employment Form, Job Posting and Job Description are available for printing from the www.greatsn.com website. Online applications are accepted through My Job Search. **NO LATE APPLICATIONS ACCEPTED.**

Applicants from Six Nations and other First Nations will be given preference to deliver programs and services in a First Nations community.

JOB SUMMARY: The **School Counselling and Support Worker** reports to and works under the direction and supervision of the Manager of the Kanikonriio (Good Mind) Child and Youth Programs, Six Nations of the Grand River Social Services.

The School Counselling and Support Worker (herein referred to as the "Worker") is responsible for providing direct social work services on short-term individual and/or group counselling to children, providing support to caregivers and families, and advocating and coordinating culturally responsive system navigation support. Working cooperatively with community mental health professionals in an educational environment dedicated to providing the highest standard of service. The Worker will collaborate with administration, staff, students, and families of students attending federal and private schools in the Six Nations of the Grand River community to help resolve issues that may impact student learning.

Type	Full Time
Closing Date	November 25, 2026
Hours of Work	35 hours weekly
Wage	Minimum $70,400/year

*A competitive compensation package will be offered commensurate with qualifications. *

BASIC QUALIFICATIONS:

- Completion of a college diploma in Social Service Work with 2 years' experience working with indigenous youth; OR Completion of a university undergraduate or graduate degree in Social Work with 1 – 2 years of experience working with indigenous youth.

Six Nations Elected Council is an equal opportunity employer and will seek to accommodate the needs of individuals with disabilities in a manner that most respects their dignity. All candidates are encouraged to apply. Applicants from Six Nations and other First Nations will be given preference to deliver programs and services in a First Nations community. Based on the need to provide qualified professional services, only those applicants meeting the minimum requirements will be invited for an interview.

- Must be registered in “Good Standing” with the Ontario College of Social Workers and Social Service Workers within first 6 months of becoming Children Mental Health & Addiction Worker.
- Knowledge of counselling modalities (CBT, DBT, Play Therapy, etc.) that is effective when working with indigenous youth.
- Must obtain Applied Suicide Intervention Skill Training (ASIST) and Mental Health First Aid or equivalent, within the first six months of employment as Children Mental Health & Addiction Worker.
- Demonstrate ability to deliver intensive short-term counselling and support services to youth in crisis, helping to address specific challenges, and referring to access required services.
- Experience and demonstrated understanding of working with marginalized youth as well as a clear understanding of their experience negotiating independence, poverty, and familial stress.
- Will be thoroughly familiar with relevant legislation, regulations and guidelines related to working with children, youth, and families.
- Will be knowledgeable about Haudenosaunee Culture and the contemporary characteristics of any social issues within the Six Nation’s social structure.
- Knowledgeable of the impacts of multi-Generational trauma on families and the community.
- Preference will be given to Six Nations of the Grand River Band Members, persons of Haudenosaunee ancestry, or persons of Indigenous ancestry.

SUBMISSION PROCEDURE: (Choose <u>one</u> method <u>ONLY</u>):

<u>Method #1: Online</u>

1. Please visit: My Job Search to access our job board and follow the directions to apply.
2. Please ensure all required documents are provided/uploaded with your application package, which include:
    a. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualifies you for this position.
    b. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
    c. Copy of your education diploma/degree/certificate and transcript.
3. If you have any questions or need assistance, please reach out Lesleigh Rusnak, HR Business Partner at 519-445-2223 ext. 4343 or via email at HRBP1@sixnations.ca.

<u>Method #2: GREAT</u> – Applications must include <u>all</u> of the following:

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1. Printed, filled in and authorized Six Nations of the Grand River Application for Employment Form.
2. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualifies you for this position.
3. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
4. Photocopy of your education diploma/degree/certificate and transcript.
5. Place all documents listed above in a sealed envelope and mail to or drop off at:

School Counselling & Support Worker – Full Time – 198-26-1
c/o Reception Desk
Grand River Employment & Training (GREAT)
P.O. Box 69, 16 Sunrise Court
Ohsweken, Ontario N0A 1M0

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POSITION DESCRIPTION

POSITION TITLE: **SCHOOL COUNSELLING AND SUPPORT WORKER**

KANIKONRIIO (GOOD MIND) CHILD & YOUTH PROGRAMS

REPORTING RELATIONSHIP:

Reports to and works under the direction and supervision of the Manager of the Kanikonriio (Good Mind) Child and Youth Programs, Six Nations of the Grand River Social Services.

PURPOSE & SCOPE OF THE POSITION:

The School Counselling and Support Worker (herein referred to as the "Worker") is responsible for providing direct social work services on short-term individual and/or group counselling to children, providing support to caregivers and families, and advocating and coordinating culturally responsive system navigation support. Working cooperatively with community mental health professionals in an educational environment dedicated to providing the highest standard of service. The Worker will collaborate with administration, staff, students, and families of students attending federal and private schools in the Six Nations of the Grand River community to help resolve issues that may impact student learning.

DUTIES & RESPONSIBILITIES:

Technical Functions -

- Provides direct services and/or consultation in mental health promotion, prevention and intervention to students, staff, and families.
- Provides risk assessments and develops risk-management and/or safety plans for students.
- Provides immediate support, rapid stabilization, and relief of symptoms to support early identification and intervention for mental health and wellness difficulties in the school setting.
- Uses evidence-based crisis intervention frameworks to support students and families experiencing intense situations or tragic events.
- Maintains ongoing support and provides resources to students during the referral process for other services.
- Engage caregivers and families as part of a wrap-around or indirect service approach.

- Works collaboratively with teachers and school administration to provide one-on-one services and group-based programming to support social, emotional, and mental wellness.
- Provides in-school support for students experiencing behavioral challenges, social-emotional issues, social skills development concerns, interpersonal conflict, and anger management issues to support positive engagement and academic success.
- Follows procedures associated with the duty to report, child protection, threat risk assessment, and suicide protocols.

Administrative Functions –

- Follows procedures and practices related to, but not limited to, case management, informed consent, confidentiality, and record keeping.
- Maintains service statistics and monthly reports as required by the Manager.
- Acts as a navigator for eligible children and youth within the school system and helps to resolve issues that impact student engagement and success.
- Facilitates access to existing educational supports and resources in the school system or community by providing information and referrals that address individual needs and reinforce strengths.

Communications Functions –

- Enhances relationships with education systems, community resources, and existing community-based programs and services.
- Collaborates with health and social services systems, programs, service providers and communities.
- Fosters communication and linkages with community agencies/organizations to improve access and mitigate barriers to educational services and supports.
- Meets with students and supporting adults (e.g., caregivers, teachers, counsellors, case workers), which may occur in educational or community-based settings.
- Consults with educational staff on strategies to support mental health and wellness in the school setting.
- Maintains confidentiality and ensures compliance following Personal Health Information Protection Act (PHIPA) and the *Personal Information Protection and Electronic Documents Act (*PIPEDA) legislation regulations.
- Participates in team approaches to resolving issues, conflicts, and problems that may arise in the process of providing support services.

Other Functions –

Performs any other related duties as assigned by the Manager of the Kanikonriio (Good Mind) Child and Youth Programs and or the Director of Social Services which includes, but

is not limited to, acting as the alternate on the Six Nations Emergency Control Group and involvement with the Six Nations Community Emergency plan.

WORKING CONDITIONS:

- Work may require interaction with the public; is subject to deadlines, interruptions (crisis situations and response) and may include some unscheduled hours.
- Flexibility of working hours will be required (evenings / occasional weekends when needed)
- Ability to take direction, prioritize and work independently.
- May involve some travel in/outside of the community as required using own transportation and could include air travel.
- Must respect the Privacy Act and adhere to confidentiality.
- Outdoor work will be required on occasion.

WORKING RELATIONSHIPS:

Receives direction and guidance. Discusses plans, priorities and interacts to ensure tasks are done efficiently and effectively; receives instruction and supervision.

Works in a diplomatic, objective, and cooperative manner, with due regard for administrative authority.

With the Directors, Supervisors and Managers

Provides information and assistance. Works in a cooperative and courteous manner.

Works in a diplomatic, objective, and cooperative manner with the appropriate degree of firmness, as required by the situation, and with due regard for confidentiality and process.

With the Community

- Represents and promotes SNGREC and the Social Services Department in a courteous, cooperative, and professional manner.
- Works with staff/other Six Nations agencies with courtesy, cooperation, and teamwork.
- Develops sound professional working relationships.

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KNOWLEDGE AND SKILLS:

Minimum Qualifications

- Completion of a college diploma in Social Service Work with 2 years' experience working with indigenous youth; OR Completion of a university undergraduate or graduate degree in Social Work with 1 – 2 years of experience working with indigenous youth.
- Must be registered in "Good Standing" with the Ontario College of Social Workers and Social Service Workers within first 6 months of becoming Children Mental Health & Addiction Worker.
- Knowledge of counselling modalities (CBT, DBT, Play Therapy, etc.) that is effective when working with indigenous youth.
- Must obtain Applied Suicide Intervention Skill Training (ASIST) and Mental Health First Aid or equivalent, within the first six months of employment as Children Mental Health & Addiction Worker.
- Demonstrate ability to deliver intensive short-term counselling and support services to youth in crisis, helping to address specific challenges, and referring to access required services.
- Experience and demonstrated understanding of working with marginalized youth as well as a clear understanding of their experience negotiating independence, poverty, and familial stress.
- Will be thoroughly familiar with relevant legislation, regulations and guidelines related to working with children, youth, and families.
- Will be knowledgeable about Haudenosaunee Culture and the contemporary characteristics of any social issues within the Six Nation's social structure.
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Other Preferred Qualifications

- Possesses excellent written and verbal communication skills with demonstrated ability to write clear concise reports and has the ability to meet deadlines and other administrative requirements.
- Excellent interpersonal skills and the ability to maintain effective working relationships.
- Ability to work independently and as a member of a team.
- Excellent computer skills and proficient in current business and data collection software, Microsoft Office, data entry, Internet, and social media.
- Strong knowledge of the current community education system.
- Aware of community diversity concerning culture, values, and customs.
- Will be knowledgeable about the culture, language, and traditions of Six Nations of the Grand River; and

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- Experience working with families and children in a community setting.

IMPACT OF ERROR:

Errors in judgment/decisions could result in vicarious liabilities to Six Nations of the Grand River Elected Council and both direct and vicarious liability to the Chief Executive Officer and to the Director of Social Services and staff. Errors in conduct of duties could result in the jeopardizing or loss of program funding, poor staff relations, poor client/public relations, public confusion, loss of credibility.

CONTROL:

Works within the organizational structure and administrative policy and procedures established by Six Nations of the Grand River Elected Council.

Works within the Six Nations of the Grand River Social Services Department values, principles, and mission statement.

Works within the policies and procedures established through service contracts by the Six Nations of the Grand River Elected Council and the funding agencies.

DISCLAIMER

This document describes the position currently available and is only a summary of the typical functions of the position. It is not to be understood as an employment contract. The above job description is not an exhaustive list of the duties, responsibilities, working conditions or skills required for this position. Additional duties may be assigned. Six Nations of the Grand River Social Services and the Kanikonriio (Good Mind) Child & Youth Programs unit reserve the right to modify job duties or the job description at any time.

SIGNATURE

This is to acknowledge that I have received a copy of this job description and understand its content.

_____ _____

Signature of Employee Date

Kanikonriio (Good Mind) Child & Youth Programs is committed to a candidate selection process and work environment that is inclusive and barrier free. In order to ensure candidates are assessed in a fair and equitable manner, accommodations will be provided to prospective employees in accordance with the Accessibility for Ontarians with Disabilities Act (AODA), the Ontario Human Rights Code and the Six Nations of the Grand River Elected Council policies.