



Indigenous Healthy Babies Healthy Children Family Home Visitor

Community Services - Kenora, Ontario

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Department Community Services

Employment Type Full Time

Minimum Experience Mid-level

Compensation \$45,000-\$53,600 DOE

ONWA MANDATE

The Ontario Native Women's Association (ONWA) is a not for profit organization that empowers and supports Indigenous women and their families in the province of Ontario. ONWA encourages the participation of Indigenous women in the development of Federal, Provincial, Municipal/Local government policies that impact their lives and ensure issues affecting Indigenous women and their families are heard at key government tables.

ONWA is committed to providing services that strengthen communities and guarantees the preservation of Indigenous culture, identity, art, language and heritage. Ending violence against Indigenous women and their families and ensuring equal access to justice, education, health, environmental stewardship and economic development, sits at the cornerstone of the organization. ONWA insists on social and cultural well-being for all Indigenous women and their families, so that all women, regardless of tribal heritage may live their best lives.

SCOPE:

The Indigenous Healthy Babies Healthy Children Family Home Visitor (FHV) is responsible to ensure that all Indigenous families and their children (prenatal to age 6) who need assistance with physical, emotional, mental and social issues have access to effective consistent early intervention services. To provide the best opportunities for a healthy child development through home visiting, service coordination, parenting groups, cultural teaching, traditions and referrals.

QUALIFICATIONS:

- A minimum College diploma in social sciences or health services and 2 year's experience in a community setting.
- Advocacy work on behalf of Community Members, including referral to local service agencies.
- Ability to network with other community agencies/services/organizations.
- Experience tracking & reporting statistical information.
- Crisis support, guidance and referral skills.
- Knowledge of and connection to service agencies in the location of service delivery.
- Knowledge of: parenting skills, prenatal health and issues, infant care, nutrition issues
- Knowledge and working of Not-For Profit Organizations.
- Demonstrated organizational, time management and presentation skills with the ability to follow through on assigned duties independently within strict deadlines.
- Excellent written and oral communications, with emphasis on keen listening and ability to effectively interpret verbal communications and needs of prospective Community Members.
- Excellent working knowledge of Microsoft Office; competency working with other databases.
- Knowledge and understanding of current issues facing Indigenous Women and their families.
- Ability to travel.
- Ability to speak an Indigenous Language is considered an asset.
- Current, valid vulnerable sector criminal records check. Valid 1st Aid/CPR.
- A cellular phone and internet access is required within this position
- Must be willing and able to work a flexible working from home arrangement if required. This may include a combination of virtual remote work in your home and in office arrangements. This will be based on operational needs and will be determined by the ONWA.
- Must be dependable, able to follow instructions, respond to management direction and be able to improve performance through management feedback.

KEY CORE COMPETENCIES REQUIRED:

- **Inter-cultural Competency Informed** – Understands to incorporate a personal responsibility to increase sensitivity, awareness and implementation of ONWA's cultural teachings and organizational practices in both professional conduct and work related deliverables.
- **Indigenous Gender-Based Analysis Informed** – Understands to incorporate an intersectional approach to gender, race and discrimination and subsequent intergenerational impacts affecting Indigenous women and their families.
- **Trauma-Based Practice Informed** – Understands to incorporate a trauma-informed approach to recognize and respond to all forms of trauma and the necessity of supporting Indigenous women in a culture of tradition and safety in her healing journey.
- **She is Wise Leadership Informed** – Understands to incorporate the Four Agreements within daily responsibilities and combined with ONWA's cultural teachings contribute to the empowerment and leadership of Indigenous women within their communities.

RESPONSIBILITIES-SPECIFIC:

- Assist Indigenous families with children 0-6 and provide information to expectant and new parents regarding: pregnancy, healthy child development, providing a safe and nurturing environment, parenting, daily living skills, cultural teachings and traditions.
- Plan and complete home visits based on plan of care and Community Member needs.
- Schedule and keep appointments for home visits.
- Assist families in setting, clarifying, and working to accomplish goals.
- Demonstrate skills through role modeling.
- Participate in Case Conferences/Service Coordination meetings as a Community Member advocate/support.
- Refer and encourage families to participate and utilize other community resources/services/programs that will have a positive impact on their lives.
- Provide Community Member supports as appropriate to individual situation. Report on the provision of these supports.
- Work with local service delivery agencies to provide referral to various services, including but not limited to those related to healthcare, housing, child welfare and food security.
- Plan and facilitate workshops.
- Crisis intervention and support when needed.
- Attend all training opportunities arranged by the program manager.
- Work in collaboration with other community agencies to provide special events and services to Community Members.
- Practice effective communication with fellow employees, supervisors, and locals.
- Attend all mandatory staff meetings and staff development sessions.
- All other duties as assigned.

RESPONSIBILITIES – ADMINISTRATIVE:

1. Complete monthly and submit to Manager and/or Director when required.
2. Complete quarterly reports on or before the requested due date.
3. Complete reports to funders as required.
4. Complete and attend supervisions with Manager and/or Director on a regular basis.
5. Other reports or admin as assigned.

RESPONSIBILITIES- PUBLIC RELATIONS:

1. Promote the program within the community.
2. To adhere to professionalism in representing the organization at all times and maintain good communications.

EXPECTED STANDARDS OF PERFORMANCE:

1. Adhere to the Policies and Procedures as set by the ONWA.
2. Representation on committees as required for the enhancement and benefits of ONWA's programs.
3. To network and promote ONWA and all ONWA related programs. Maintain good communication.
4. Maintain professionalism at all times.
 1. The completion of functions outlined in the description and the achievement of goals set to a high level.
 2. Attendance and conduct at work according to the requirements of the Association's Personnel Policy.
 3. Adherence to the Code of Ethics, and positive relationship building.

AUTHORITY:

To execute duties and responsibilities outlined in the job description.

ACCOUNTABILITY:

The Family Home Visitor will be directly accountable to the Branch Manager for the proper completion of the functions outlined in the job description.

Indigenous Women are particularly encouraged to apply.

We welcome applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

As Indigenous leaders, ONWA is continuing full operations including hiring, while working from home, as supporting our community members is a priority. ONWA is scheduling all interviews, providing all training, onboarding and orientation for new employees, through the use of virtual tools. We will continue to accommodate remote and home based work arrangements in an effort to keep our ONWA employees healthy and safe

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