



NATIVE COURTWORKER

AND COUNSELLING ASSOCIATION OF BRITISH COLUMBIA

Job title	<i>Case Management Support Worker – Lower Mainland</i>
Reports to	<i>Regional Manager</i>
Status	<i>Full Time – until December 31, 2025 with a possibility of extension</i>
Salary	<i>As per BCGEU Salary Grid - \$64,620.16</i>

Our Organization

The Native Courtworker and Counselling Association of British Columbia (NCCABC) provides culturally-appropriate services to Indigenous people and communities consistent with their needs. Our services are accomplished by assisting persons involved in the criminal justice system; providing access to counselling and referral services for clients with substance abuse and detox support issues; providing advocate services for Indigenous family and youth. Our dedicated employees are responsible to the needs of the community by providing quality, innovative and educational options where people are treated with dignity and respect.

The Position

The Case Management Support Worker will provide support for accused Indigenous people who have received a probation order and have been identified as potentially being at high risk for re-offending. The incumbent will assist the accused in complying with any mandatory conditions noted in their order by implementing holistic approaches that address the specific needs of the participant as well as by enhancing the coordination of services for the client.

This position is based in NCCABC's Vancouver Counselling Services Office, located at **520 Richards Street, Vancouver, BC, V6B 3A2**. This position is subject to the policies and procedures of the Association and agreeing to join the British Columbia Government and Service Employees' Union.

Duties and Responsibilities

In cooperation with NCCABC and the various Referral Agencies, Communities and other organizations, the Case Management Support Worker will:

- Service clients who are responding to recommendations of the First Nation court's elder council, and who have opted to undertake this service.
- Support to help First Nation's court participants from re-entering the justice system and successfully navigate their healing plan.
- Provide more interaction and assistance to a client in and after the court process.
- Provide essential supports to Indigenous offenders.
- Implement holistic approaches that address the specific needs of clients, using approaches that are proven to make a difference when it comes to reducing rates of re-offending; providing a high level of confidence to a judge when they are handing down a community disposition.
- Provide wrap-around, culturally appropriate case management services to Indigenous people by increasing coordination between Elders Council, justice personnel, community justice systems, and the formal justice system.



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Knowledge, Skills and Education

This position requires a highly motivated and creative individual with related work experience and a great capability to proactively engage a diverse range of individuals and stakeholders. In addition, the successful candidate must possess:

- A Social Work Degree or related Training/Certification or the equivalent of at least 2 years of work experience with the justice system or advocacy groups.
- Knowledge and understanding of Indigenous culture and traditions and a demonstrated ability to work with Indigenous people. **Preference will be given to individuals with an indigenous background as per section of Section 41 of the Human Rights Code.**
- Strong knowledge of justice systems and their functions, as well as understanding of specific legislation such as the criminal code, the youth criminal justice act, the Indian Act, the Child Family and Community Act, etc.
- Knowledge of alternative measures and restorative justice principles.
- Basic counselling certificate from a recognized public education institution will be an asset.
- Demonstrated advocacy skills and experience are a must, as well as a high level of written and oral communication.
- Must be able to travel. A class 5 driver's licence is a requirement for this position.
- Knowledge of Microsoft Office, internet and database management would be a definite asset.
- Understanding of the Gladue Decision and its impact on the sentencing of Indigenous offenders.
- Must be able to exercise a considerable level of ingenuity, judgement, and analysis, use of independent thought and initiative in applying special skills and knowledge towards problem solving.
- The successful candidate will be subject to a Vulnerable Sector Criminal Record Check.

Why us

If you are a compassionate individual, possess innovative ideas, and can support others in achieving a healthier and satisfying life free from alcohol and drugs, then you will be starting a rewarding career with a reputable organization.

Application Process

The deadline for applications is October 17, 2025. To apply, please enclose a cover letter, along with your resume to:

ralcock@nccabc.com with the subject line: Case Management Support Worker

Be advised that only the candidates selected for an interview will be contacted. Thank you for your interest in this position.