



NATIVE COURTWORKER

AND COUNSELLING ASSOCIATION OF BRITISH COLUMBIA

Job title	<i>Indigenous Victim Service Worker (TEMPORARY) – Campbell River Area</i>
Reports to	<i>Regional Manager</i>
Status	<i>Full Time – until September 19, 2025</i>
Salary	<i>\$74,407.29 per annum</i>

Our Organization – Mission Statement: “A Helping Hand to Justice”

The Native Courtworker and Counselling Association of British Columbia 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

As part of a multidisciplinary team, the *Indigenous Victim Service Worker* will provide services that are culturally relevant, culturally safe, and trauma-informed for Indigenous sexual assault survivors. The position will focus on counselling survivors and will be achieved through a community-based direct referral process. The program will be open to any Indigenous person (First Nations, Inuit, Métis), members of the LGBTQ2S community and their family members. The successful candidate will be subject to Criminal Record Check and agreeing to join the British Columbia Government and Service Employees’ Union, which is the official bargaining agent for NCCABC frontline employees.

This position is situated at: **101 – 300 St. Ann’s Road, Campbell River, BC V9W 2L6**. Under the supervision of the Regional Manager. 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

The Indigenous Victim Services Worker provides culturally sensitive services to Indigenous victims of violence to lessen the trauma and assist in the recovery associated with being a victim of crime through the provision of counselling, support, information, referrals, and practical assistance by:

- Providing emotional and cultural support specific to clients’ unique needs and concerns.
- Developing and supporting comprehensive individualized safety plans.
- Working collaboratively as part of a multidisciplinary team including team meetings with police, community-based victim services, NCCABC Family Advocate, housing agencies, transition homes, MCFD, and other key partners.
- Maintaining contact and network with other community services providers and criminal justice system personnel and to provide a referral base for clients; providing community outreach and public education to promote awareness regarding victims’ issues and victim services.
- Assisting in completing and submitting forms including Crime Victim Assistance Program (CVAP) applications, Victim Impact Statements, BC Housing applications and registration with the Victim Safety Unit.



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- Providing information and orientation regarding the Criminal Justice system and roles of key parties.
- Maintaining integrity and hold confidentiality as a Victim Services Worker, while collaborating with systems with differing mandates and perspectives.

Knowledge, Skills and Education

Proven experience 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.**

- Demonstrated experience and understanding of the dynamics of abuse and violence.
- Knowledge of Victim of Crime Act (VOCA); Provincial Policy on Violence Against Women in Relationships (VAWIR); Crime Victim Assistance Program; and knowledge of crisis intervention and support skills.
- Knowledge of the criminal justice system and court processes.
- Knowledge of relevant support resources/programs available within the community.
- Proven experience working with first nations communities and knowledge of cultural practices.
- Experience and knowledge working with individuals experiencing the effects of trauma including historical trauma and/or barriers to engaging with systems.
- Demonstrated excellent written, oral communication and record keeping skills.
- Must be able to travel. A class 5 driver's license is a requirement for this position.

Competencies:

- Strong strategic thinking, organizational abilities, and communication, as well as an appreciation of the benefits of collaborative inter-departmental functioning in an ever-changing environment.
- Ability to apply knowledge and experience in the areas of Sexualized Violence, Trauma, PTSD, Residential School, Colonial Impact on Indigenous Peoples.
- Ability to apply interagency Case Management process and documentation.
- Self-managing and working independently and as a member of a professional team.
- Self-reflective, compassionate and self-aware.
- Maintain professional boundaries.
- Computer skills in Windows/PC environment.
- Bachelor's degree/Certified Counsellor, or equivalent plus 3 years related experience, or College Diploma plus 5 years related experience.
- Licensed or eligible to be licensed within a Regulated Mental Health Profession in British Columbia.
- Successfully pass an enhanced police security clearance and background check.

Why us

If you are a caring individual, possess innovative ideas, and can provide others with a clear path to justice, then you will be starting a rewarding career with a reputable organization.



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Application Process

The deadline for applications is Friday, September 19, 2025, at 4:00 p.m. PST. To apply, please enclose a cover letter, along with your resume is to:

sjohnson@nccabc.com with the subject line: Campbell River – Indigenous Victim Service Worker

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