

BEHAVIOURAL INTERVENTION WORKER

GENERAL DESCRIPTION

The Behavioural Intervention Worker position is a full-time permanent position. This role operates within a culturally competent system of care, recognizing and integrating the importance of culture, the ongoing development of cultural knowledge, and the overall vision of Weechi-it-te-win Family Services (WFS) at every level of service delivery. The Behavioural Intervention Worker will work under the guidance of a Board-Certified Behaviour Analyst (BCBA) to support ABA programming.

The Behavioural Intervention Worker will foster cultural awareness through active participation in an inductive learning process, gaining an understanding of historical trauma and impacts of oppression and how these relate to current issues within Indigenous family services.

The Behavioural Intervention Worker will provide direct services and supports to children with intellectual and developmental disabilities within a trauma informed, culturally safe and rehabilitative framework. The Behavioural Intervention Worker will participate in the development and implementation of individual care plans and goals inclusive of the individual, family and community input.

RESPONSIBILITY

The Behavioural Intervention Worker reports to the Behavioural Intervention Services Manager.

QUALIFICATIONS

1. A College Diploma or Bachelor's degree in Social Services, or any related field.
2. Knowledge of and experience with behavioral interventions (e.g. autism)
3. Knowledge of and experience in traditional healing practices, and experience in working with Elders and Healers;
4. Experience implementing behavioral support intervention plans;
5. Knowledge of current, trauma informed, best practices for complex behavioral needs;
6. Ability to navigate computer software such as Word, Excel, Power Point and data management systems;
7. Demonstrated ability to develop and maintain compassionate, supportive and empowering relationships with individuals with complex behavioral needs;
8. Ability to speak Ojibway or understand the Anishinaabe language;
9. Capacity to assist/lift individuals with physical disabilities and/or limited mobility;
10. Ability to apply intervention crisis strategies;
11. Demonstrated ability to prepare comprehensive narrative and statistical reports;
12. Respect for individuals and their right to share in decisions about their care;
13. Working Knowledge of Duty to Report as per the Child and Family Services Act;
14. Excellent oral and verbal communication skills;
15. Must possess a valid Driver's license; and be able to submit a driver's abstract

CLASSIFICATION

The following salary schedule applies to qualified candidates;

SALARY

\$68,627.45 - \$89,543.26

THREE STEP HIRING PROCESS:

Step 1(Internal)-An employee interested in requesting to be considered for a lateral transfer or promotion must submit a request in writing, fax, and/or electronically to their immediate supervisor and copied to the Human Resource Officer prior to the deadline. Requests received beyond the deadline will not be considered.

Step 2- Members of 9 First Nation Partners – Please indicate on cover letter which community you are a member of.

Step 3- Open to the public

Application must include:

- ✓ Cover Letter – sign and dated
 - ✓ Resume
 - ✓ Three references (one must be employment related) along with written permission to contact references.
 - ✓ Indicate if you are a member of one of our nine affiliated First Nation partner communities.
- Applications submitted without all above required documentation will not be considered
 - Only those selected for an interview will be contacted
 - Complete job descriptions available upon request

Submit Applications to:

Jackie DeBenedet

P.O. Box 812, Fort Frances, ON P9A 3N1

Phone number: (807) 274-3201 ext. 4065 Fax number: (807) 274-8435

careers@weechi.ca

DEADLINE TO SUBMIT APPLICATION:

Step 1(Internal) and **Step 2(First Nation Partner Communities)** September 17, 2025 -12:00 p.m.

Step 3 (General Public): Open until filled. We will begin to take applications from the general public on September 17, 2025 and if positions are not already filled in Step 1 or 2, we will begin reviewing Step 3 applications and scheduling interviews after September 26, 2025.