



African Nova Scotian Justice Institute (ANSJI) is accepting Expressions of Interest letters for Social Worker (Bachelor of social Work) at the African Nova Scotian Justice Institute (ANSJI).

Job Summary

The Social Worker will be part of the Forensic Assessment and Treatment Team and will assist with the production of Impact of Race and Culture Assessments (IRCAs). The social worker will also provide a wide range of services which may include screening, assessment, brief intervention, case management/navigation, individual and group treatment, and delivery of psychoeducational groups. This position will play a key role in navigation, advocacy, and the coordination of resources and supports within Mental Health and Addictions services and community organizations. They must be knowledgeable and use evidence based psychosocial interventions (e.g. MI, CBT), principles of harm reduction, and community development. They will serve as a resource to colleagues, clients and family members and will create connections with organizations and agencies within the community.

Reporting Structure: The Social Worker will report to the Director of the Forensic Assessment and Treatment Unit.

ANSJI Mandate:

To address issues of systemic racism in the justice system that negatively impact African Nova Scotians while ensuring fair, legal and constitutional treatment of all African Nova Scotian community members.

ANSJI Vision:

To create programs and services that adequately address institutional racism faced by African Nova Scotians and their families when dealing with human rights complaints, the justice system, all forms of law enforcement and incarceration. The ANSJI will be a place African Nova Scotians can turn to when seeking legal advice, guidance and advocacy that understands African Nova Scotians as a distinct people. Government, non-governmental organizations, academic institutions, and community groups will look to the ANSJI as a leader in legal research, advocacy and education on justice issues affecting African Nova Scotian communities.

Key responsibilities of the Social Worker:

- Assist in the completion of IRCAs and speak to assessment outcomes in court settings if required;
- Facilitate psycho-educational groups, 1:1 counselling and/or other treatment services as required;
- Facilitate external training sessions related to better serving African Nova Scotian clients for health and justice-based service providers as required; and
- All other tasks assigned.



Qualifications and Skills

- Demonstrated knowledge and understanding of African Nova Scotians as a distinct people as well as social issues affecting the community;
- Bachelor's degree in Social Work from a recognized university;
- Current registration with the Nova Scotia College of Social Workers, or ability to become registered;
- Five (5) years post BSW related clinical experience required;
- Knowledge and understanding of the Diagnostic & Statistical Manual of Mental Disorders (DSM);
- Previous experience working in youth/adult community mental health preferred;
- Demonstrated ability to use a client-/family-centered approach;
- Familiarity with various evidence-based treatment approaches;
- Demonstrated experience with group facilitation;
- Knowledge and experience with brief intervention strategies, solution focused approaches, motivational interviewing skills and client engagement strategies;
- Knowledge and experience with trauma informed care approach;
- Ability to complete biopsychosocial assessments and experience in writing comprehensive reports;
- Excellent communication skills;
- Awareness of local community resources and agencies would be considered an asset;
- Ability to demonstrate effective time management and disciplined self-organization;
- Ability to maintain a high level of confidentiality and exercise discretion when necessary;
- Ability to work independently and collaboratively in an open team environment; and
- Excellent knowledge of Microsoft Office and related programs;

Criminal Record and Vulnerable Sector Check

Successful applicants are required to provide a Criminal Record Check (including Vulnerable Sector Search) before starting employment. While it is mandatory to submit a criminal record check, possessing a criminal record does not automatically eliminate you from being selected as the successful candidate.

Given the specific requirements of the job, certain criminal records may be deemed unsuitable for consideration as part of the selection process for the successful candidate.



Compensation & Terms of Employment

The ANSJI Social Worker will be up to a 2-year contract position ending on March 31, 2026. Compensation will be \$55,000-\$70,000 yearly. ANSJI is open and willing to discuss and negotiate secondments, reciprocal arrangements, and leave. We invite all expressions of interest.

Hours of Work: Hours of work are typically Monday to Friday 8:30-4:30pm (flexibility on start and end times) but some evening and weekend work may be required.

Holidays: Holiday pay is paid to all full-time and part-time employees in accordance with the Nova Scotia Labor Standards Code. ANSJI observes the following holidays:

- Salaried Workers: New Year's Day, Heritage Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Civic Holiday in August (Natal Day), Labor Day, Thanksgiving Day, Remembrance Day, Christmas Eve, Christmas Day and Boxing Day.
- All other days that may be considered holiday will need prior approval of the Executive Director.

Vacation: The Employee will be granted fifteen (15) days of vacation per annum and will be taken at agreed upon times by the Employee and Employer. Additionally, there are two designated "shut down" periods one in the summer and one in the winter months during which you will have time off. The Employee will be notified of these shut down periods in advance.

Probation Period: Successful candidates will undergo a 3-month probationary period to assess performance and suitability for continued employment.

Start date: To be determined by the Executive Director.

Pension: Upon completion of the mandatory probationary period, the employee will be permitted to join ANSJI RRSP pension matching program if interested, but this is not mandatory

Benefits: The Employee will be eligible to enroll in the ANSJI benefits program after successful completion of the probationary period. The benefits are mandatory unless waived by the insurance company if the Employee has comparable coverage.

If you are interested in this position, please submit your expression of interest to the ANSJI Director of Operations, Sarah Upshaw, at sarah.upshaw@ansji.ca subject line: *Social Worker*, no later than Midnight on May 3, 2024.