



Ottawa Community Immigrant Services Organization
Organisme Communautaire des Services aux Immigrants d'Ottawa

INTERNAL/EXTERNAL OCISO JOB POSTING

Position: Community Integration Worker

Term: Full-time (35 hours/week) March 2024 – April 2025

Reports to: Program Manager

Location: 945 Wellington St. W

About OCISO

OCISO supports immigrants through the journey of making Canada their home by providing creative and responsive programs that are culturally and linguistically appropriate, building community through mutual respect and partnerships, and fostering healthy and inclusive spaces for open dialogue and healing.

Position Summary

The Worker will assist adult newcomers in navigating the justice system and seeking integration or reintegration into the community. Offering tailored services to support individuals involved with the justice system, our overarching objective is to minimize the likelihood of further involvement with legal processes and facilitate their seamless integration into society. Specifically targeting refugees, immigrants, racialized individuals, and their families, our focus is on reducing recidivism rates and ensuring successful reintegration post-contact with the criminal system within the Ottawa region.

Main Responsibilities:

- Conduct needs assessment with clients to identify their respective social, cultural and spiritual needs
- Support clients in the development of a plan for change and initiate connections with relevant community resources
- Support clients to expand pro-social networks and reconnect with family members and community
- Create an individualized service plan tailored to the client's specific circumstances
- Collaborate with the community to share service information to the community as it relates to culturally responsive services in a criminal justice context
- Provide referrals for specialized employment services to external and internal partners
- Host monthly workshops on topics related to crime prevention
- Engage in direct program delivery in the areas of employment services, community reintegration, referral, and mental health counselling

- Assist clients in exploring employment opportunities
- Lead communication with the community to raise project profile and solicit input. Organize community forums to foster dialogue on the best approaches to supporting gang exit outcomes
- Collaborate effectively with project partners, ensuring information sharing and action items are explicit and allow for effective follow-up
- Ensure that all relevant information is accurately documented and recorded
- Assist in creating project communication materials
- Adhere to OCISO policies and standards and contribute to overall organizational goals

Qualifications:

- Post-secondary education in the social sciences, preferably criminology or a related field
- Knowledge of social work practices with high-risk populations
- Previous experience working with clients who are incarcerated, at the risk of incarceration or were previously incarcerated
- Knowledge and understanding of issues relating to people within the criminal justice system
- Proven to demonstrate the ability to work effectively in a multi-disciplinary and multicultural team environment
- An understanding of the critical issues related to social inclusion and the needs of disaffected young people and adults
- Knowledge of and experience with assessment tools is a vital asset
- Extensive knowledge of community resources and services
- Proven experience in recruiting and orienting volunteers
- Highly developed verbal and written communication skills, with an ability to communicate with a broad range of stakeholders, including community representatives.
- Strong organizational, reporting and time management skills
- Ability to meet tight deadlines and the flexibility to be responsive to client needs
- Ability to liaise effectively with other service providers and with OCISO programs
- Knowledge and experience with mainstream computer applications and database software
- Self-motivated and able to work independently with minimal supervision.
- Fluency in written and spoken English is essential
- Ability to speak other languages is an asset
- Current criminal record check for vulnerable populations is required

Salary & Benefits: \$52,161 - \$53,198 annually. Comprehensive benefits plan including health, dental, RRSP plan, and generous leave entitlement.

Application Deadline: April 12, 2024, until 12:00 p.m. (EST). Rolling interviews will be conducted.

Application Process: Please rename your cover letter and resume with your "First name_position title" (e.g., OCISO_CIW_letter or resume) before applying and send it to HR at recruitment@ociso.org

We encourage applications from qualified people of all backgrounds, especially women, members of visible minorities, Indigenous persons, and persons with disabilities.

OCISO is committed to accessibility in employment and to ensuring equal access to employment opportunities for candidates, including persons with disabilities. In compliance with AODA, OCISO will endeavor to provide accommodation to people with disabilities in the recruitment process upon request. If you are selected for an interview and require accommodation due to a disability during the recruitment process, please notify the HR & Operations Administrator upon scheduling your interview.

Thank you for your interest in joining OCISO. We appreciate all applications. Due to the volume of applicants, we are only able to contact those selected for further consideration process upon request.