



# MOHAWKS OF THE BAY OF QUINTE

## KENHTÈ:KE KANYEN'KEHÁ:KA

HUMAN RESOURCES, ADMINISTRATION OFFICE  
24 Meadow Drive, Tyendinaga Mohawk Territory, ON K0K 1X0  
Phone 613-396-3424 Fax 613-396-3627  
Website: [www.mbq-tmt.org](http://www.mbq-tmt.org)

## EMPLOYMENT OPPORTUNITY

**Position Title:** Kenhtè:ke Victim Services Support Worker

**Posting Type:** Internal/External

**Program:** Enyonkwa'nikonhriyo:hake (Good Minds)

**Location:** Tyendinaga Mohawk Territory, ON

**Position Type:** Full Time

**Duration:** Permanent Position

**Posting Closes/Deadline:** July 12, 2026, at 11:59 p.m.

**Tentative Interview Dates:** TBD

**Salary Range:** Pay Grade Level H2 (*Salary Range \$28.19/hour - \$29.33/hour*)

### About Us:

Mohawks of the Bay of Quinte (MBQ) is a vibrant First Nation community located on the beautiful shores of the Bay of Quinte. We are located approximately 20 minutes from Belleville, ON and centrally located between Toronto and Ottawa. There are approximately 11,000 registered members with approximately 2200 residing in Tyendinaga. MBQ is an employer that prides itself on diversity and fairness, providing a progressive working environment that fosters culture, positivity, and growth.

### Position Summary:

The Kenhtè:ke Victim Services Support Worker will provide Kenhtè:ke urgent support to victims / witnesses of crime and their families as well as community members experiencing distress. The Victim Support Worker will provide services meant to minimize the impact of crime and trauma of victims and assist in their recovery. The Victim Services Support Worker will also provide urgent same day services to community members in distress according to service criteria. This position will support victims who choose not to report, as well as those who do report a crime. This position will support community members in crisis and navigating the impacts of substance use and co-occurring disorders.

The Kenhtè:ke Victim Services Support Worker will collaborate closely with the Kenhtè:ke Victim Services Coordinator to deliver a 24-hour support program that is comprehensive, culturally competent, trauma-informed and meet the needs of victims / witnesses of crime, crisis and/ or traumatic events in Tyendinaga, and is part of the services offered by the Enyonkwa'nikonhriyo:hake Interdisciplinary Team. The program is staffed with a combination of Enyonkwa'nikonhriyo:hake Team members and community volunteers.

### Reporting:

The Kenhtè:ke Victim Services Support Worker will report to the Enyonkwa'nikonhriyo:hake Program Manager.

### **Requirements:**

- ☞ Bachelor's degree in social work or human services, or related field is preferred
- ☞ Diploma in a relevant field will be considered
- ☞ A minimum of 2 years' experience delivering services to exploited persons (including experience with the criminal justice system and/or with Indigenous individuals is preferred)
- ☞ Ability to register with a relevant professional body (e.g., College of Social Workers or equivalent) is preferred
- ☞ Certification in addictions counseling is an asset.
- ☞ Willing to work towards Certification as a First Nations Wellness/Addictions Counsellor.
- ☞ Experience working in Indigenous communities is preferred
- ☞ Must provide a clear VSC (documentation will be required if successful applicant)
- ☞ Clear abstract, valid G license, own vehicle and insurance (documentation will be required)
- ☞ First Aid and CPR an asset (must be willing to become and remain certified)
- ☞ Flexible schedule to accommodate after hours programming as required and attend meetings or training

### **Knowledge, Skills and Abilities:**

- ☞ Excellent proficiency in Microsoft Office (Word, Excel, PowerPoint, Teams, Outlook, and database applications).
- ☞ Strong understanding of the impact of crime.
- ☞ Excellent verbal and written communication skills.
- ☞ Ability to foster a collaborative, supportive team environment, modeling teamwork and direct communication.
- ☞ Strong interpersonal skills to work with external agencies and community organizations.
- ☞ Active listening and empathy to understand the needs of participant's team members, and the community.
- ☞ Decision-making and problem-solving skills for crisis management and complex participant cases.
- ☞ Demonstrated high degree of personal insight, personal wellness, compassion and well-developed professional boundaries.
- ☞ Excellent verbal and written communication skills.
- ☞ Active listening and empathy to understand the needs of participants, team members, and the community.
- ☞ Excellent time management and organizational skills to manage multiple responsibilities.
- ☞ Attention to detail in maintaining documentation, regulations compliance, and reporting.
- ☞ Ability to adapt to changing participant needs, community dynamics, and team requirements.
- ☞ Ability to work collaboratively with the Victim Services Support Case Manager, and the overall program team.
- ☞ Knowledge of cognitive behavioral therapy, motivational interview techniques, behavior change models, de-escalation techniques, and truth and reconciliation calls to action
- ☞ Experience with crisis intervention, client treatment planning and multidisciplinary teamwork
- ☞ Intergenerational Trauma and other impacts of colonization for Indigenous Peoples
- ☞ Demonstrated knowledge of mental health and addiction systems, issues and health promotion principles.
- ☞ Understanding of Indigenous Social Determinants of Health
- ☞ Must have or be willing to develop working knowledge of issues impacting the Mohawks of the Bay of Quinte Community.
- ☞ Proven experience in trauma-informed care, harm reduction, and wholistic treatment approaches is an asset.
- ☞ Experience with crisis intervention, participant treatment planning and multidisciplinary teamwork is an asset,
- ☞ Experience in fostering a community-based approach to care, including involving families and community members in the healing journey is an asset.

**Behavioural Competencies:**

- ☞ Honest and trustworthy
- ☞ Respect for confidentiality with a high sense of integrity
- ☞ Respectful of others and possess cultural sensitivity
- ☞ Display professional demeanor
- ☞ Build strong relationships and be approachable
- ☞ Demonstrate sound work ethics and positive team attitude
- ☞ Must be empathetic and non-judgmental.

**Application Process:**

If you are interested in this opportunity and possess the above list of qualities and requirements, please forward your resume and cover letter via mail, email, fax or in person to:

By Mail: Mohawks of the Bay of Quinte  
24 Meadow Drive  
Deseronto, ON K0K 1X0  
ATTN: Careers

By Fax: 613-396-3627

By Email: [careers@mbq-tmt.org](mailto:careers@mbq-tmt.org)

**For more information or a detailed job description, please contact Human Resources at (telephone) 613-396-3424 or (email) [careers@mbq-tmt.org](mailto:careers@mbq-tmt.org)**

**To find out more about Mohawks of the Bay of Quinte, please visit our website at [www.mbq-tmt.org](http://www.mbq-tmt.org)**

- *Internal Postings are for members of MBQ or active employees only (please advise/declare in your email and/or cover letter)*
- *The tentative interview date(s) are subject to change and are posted for planning purposes only*
- *MBQ is grateful for all who show interest in joining our team and take the time to apply, however, only those chosen for an interview will be contacted*
- *Late applications will not be considered*
- *MBQ is an equal opportunity employer, as well, MBQ references Canada's Aboriginal Employment Preferences Policy*
- *Must legally be eligible to work in Canada*
- *If you require accommodations for the interview, please let us know*
- *AI may be used in applicant selection, all final decisions are made in person*