



**SURVIVOR SERVICE WORKER
INTERNAL/EXTERNAL POSTING
THUNDER BAY, ON
POSTED: August 26, 2026
CLOSING: September 8, 2026
SALARY: \$77,229.72 - \$83,198.35**

GENERAL: The Nishnawbe Aski Police Service requires one (1) civilian to fill the full-time position of Survivor Service Worker. The position is based out of our Survivor Assistance Support Program Office located in Thunder Bay, ON.

Summary:

The Survivor Assistance and Support Program is a police-based unit, the Survivor Service Worker is part of a team that provides immediate follow-up on abuse cases reported to the Nishnawbe Aski Police Service. The Survivor Service Worker will identify and assist victims of sexual assault, domestic assault, and major cases where victim support is deemed essential and critical, as well as perform educational presentations throughout the district assigned, and provide assistance to court services for that region.

Preferred Qualifications:

- B.S.W. or relevant B.A. from a recognized accredited university, college equivalencies will be considered;
- Minimum 2 years experience supporting and advocating for victims who have experienced violence;
- Knowledge of, and experience with community-based approaches to intervening in violence against Indigenous women, taking into account the intersectionality of persons marginalized on the basis of gender, race/ethnicity, economic status, language, culture, age, ability, sexual or gender identity;
- Experience and familiarity with the Criminal Justice System and key social services;
- Knowledge of Provincial Policy on Violence Against Women in Relationships;
- Knowledge of dynamics of violence in domestic abuse, intimate relationships, sexual assault, criminal harassment and sexual/physical abuse in childhood;
- Knowledge of Victim Assistance Program(s) throughout Northwestern Ontario;
- Knowledge of crisis intervention and support skills;
- Ability to work cooperatively and effectively with justice system personnel and other victim service and community programs;
- Ability to maintain integrity and hold confidentiality as a Survivor Support Worker, while collaborating with systems with differing mandates and perspectives;
- Ability to work both independently and as a member of a professional team;
- Ability to be self-reflective;
- Ability to maintain professional boundaries;
- Computer skills in Windows/PC environment; Microsoft Office programs, Outlook, etc.
- Ability to successfully pass an enhanced police security clearance and background check;
- Must be able to travel on short notice using various modes of transportation;
- Must possess valid Ontario driver's licence;
- Preference may be given to those of Indigenous Ancestry;
- Ability to speak Cree, Ojibway, and Oji-Cree would be considered an asset.

Mandatory Qualification:

- Ability to pass a background security investigation.

Interested applicants may submit a hiring package which includes the following:

- Cover letter detailing interest in noted position;
- A resume detailing your work history, education history, certificates you may possess, any volunteer work and three (3) supervisory references.

Closing date for applications is September 8, 2026, at 1600 EST. Please include "GHQ-44-26" in the subject line of your email.

Completed packages MUST be sent to:

Internal Applicants: iresume@naps.ca

External Applicants: eresume@naps.ca

Please visit the careers page of www.naps.ca for a complete job description.

Nishnawbe Aski Police Service is committed to the Accessibility for Ontarians with Disability Act. If you require accommodation for any stage of the hiring process, please contact iresume@naps.ca.

****We thank everyone for their interest in the position, however, only those chosen for an interview will be contacted****