



Job Posting: Gitanmaax Justice Coordinator

Location: Hazelton, BC

Department: Administration

Reports To: Chief Executive Officer

Closing Date: Open until filled

Position Overview:

We are seeking a Community Justice Coordinator who possesses a deep appreciation for Gitxsan Ayook (Gitxsan Law) to lead the development, implementation, and oversight of Gitanmaax Justice Initiatives. This role is an opportunity to contribute to the restoration of Gitxsan Ayook by developing justice programs that are rooted in our traditions and values while navigating and challenging the colonial legal system. By working with other Gitanmaax Departments, including Health, Child and Family Services, Community Safety and Wellbeing, and Social Development, the successful candidate will help build a holistic and culturally grounded approach to justice that prioritizes healing, fosters accountability, and promotes community wellbeing.

Key Responsibilities:

- Lead the development and oversight of Gitanmaax Justice Initiatives, ensuring they align with Gitxsan Ayook, culture, and community priorities.
- Research and design programs such as restorative justice, youth diversion, intervention circles, community-based healing, and public legal education initiatives.
- Work collaboratively with Gitanmaax Departments and external partners to develop an integrated approach to justice that addresses the root causes of harm and conflict.
- Build partnerships and advisory relationships with Gitxsan Elders, Knowledge Keepers, and Leaders to integrate traditional Gitxsan practices into justice programming.
- Draft funding proposals to support the establishment and sustainability of Gitanmaax justice initiatives.
- Develop policies, protocols, and frameworks to guide the operation and delivery of Gitanmaax Justice Programs.
- Engage with neighbouring Gitxsan Bands, external stakeholders, including Crown Counsel, Director's Counsel, First Nations Justice Programs, Government Agencies, and Community Organizations, to advocate for systemic change and ensure alignment with community goals.
- Coordinate training and capacity-building opportunities for future Gitanmaax Justice Staff, including cultural sensitivity and trauma-informed practices.
- Monitor and evaluate justice initiatives, providing regular reports and updates to leadership on progress, outcomes, and future needs.

Qualifications:

- A minimum of a Diploma or Bachelor's degree in Indigenous Studies, Criminology, Social Work, Community Development, Public Administration, or a related field. A combination of education and extensive experience in program development will also be considered.
- Demonstrated experience developing, managing, and overseeing justice or community programs, within Indigenous communities.
- A strong understanding and respect for Gitxsan Ayook and a deep commitment to its revitalization.
- Experience working across multiple sectors such as health, social services, and justice to create collaborative and holistic programs.
- Proven ability to draft and secure funding proposals to support program development and growth.
- Strong research, organizational, and project management skills, with the ability to deliver results on time and within budget.
- Familiarity with the colonial legal system, including youth justice, restorative justice, family justice, and diversionary practices.
- Excellent communication and interpersonal skills, with experience building strong relationships across diverse groups.
- Proficiency in conflict resolution, mediation, and facilitation techniques.
- Fluency or entry-level understanding in Gitxsanimx (Gitxsan Language) is highly desirable.
- Emotional resilience and the ability to handle challenging situations with empathy and professionalism.
- Commitment to maintaining confidentiality and upholding the highest ethical standards.

Additional Requirements

- Knowledge of trauma-informed practices and culturally safe program design.
- Willingness to work flexible hours to meet project demands and community needs.
- Valid driver's license and access to reliable transportation.
- A clear Criminal Record Check and Vulnerable Sector Check, is required prior to employment.

Salary:

- Salary: \$80,000- 110,000 Annually (depending on experience and qualifications).



How to Apply:

Interested candidates are invited to submit a resume and cover letter detailing your education, experience, and vision for the Gitanmaax Justice Initiatives to:

Email: j.wong@gitanmaax.com

Deadline: May 30, 2025

We are an equal opportunity employer; however, preference will be given to qualified Gitxsan candidates who demonstrate a commitment to and understanding of Gitxsan Ayook (Gitxsan Law).

We thank all applicants for their interest, however, only those selected for an interview will be contacted.

Join us in restoring Gitxsan Ayook as the foundation of justice in our community—honouring our past, strengthening our present, and building a future firmly rooted in our laws.