

# ONEIDA NATION OF THE THAMES

ONEIDA ADMINISTRATION OFFICE  
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SOUTHWOLD, ONTARIO  
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## JOB POSTING

**Position:** Customary Care Lead  
**Term:** Permanent Full-Time  
**Department:** Band Representatives  
**Division:** Community and Social Services  
**Salary:** Competitive salary range  
**Hours:** 35 hours per week, Monday to Friday, 8:30a.m. to 4:30p.m., must be flexible to align work schedule with program requirements which will include some evenings, weekends, and statutory holidays

**Posting Date: September 4, 2025**

**Closing Date: Open Until Filled**

### **JOB SUMMARY:**

The **Customary Care Lead** advocates for the best interests of children and youth who are registered or eligible for registration with Oneida Nation of the Thames, specifically in matters related to child welfare.

This position is responsible for supporting the development and implementation of customary care practices for families in need of such care. When necessary to withdraw from court proceedings, the Customary Care Lead will present the draft agreement to the Elected Council for review, declaration, and approval.

This position will lead the development of community-based standards of care, advocating for, negotiating, and supporting children and families who require a customized approach to care grounded in Haudenosaunee culture and practices. Guided by core community values, the Customary Care Lead will prioritize the safety of children while ensuring they have opportunities to be raised within their community, surrounded by family and a circle of supports.

The Customary Care Lead will also ensure that registered or eligible to be registered children, youth, and their families are aware of their inherent and legal rights. They will promote fair, equitable, and respectful treatment while providing culturally relevant services, resources, and referrals aligned with the vision, mission, and values of the Oneida Nation of the Thames.

### **EDUCATION:**

1. Bachelor's Degree in Social Work is preferred.
2. Candidates with a Post-Secondary Diploma in Social Service Worker or those with equivalent or related educational qualifications will also be considered.

### **EXPERIENCE:**

1. A minimum of two (2) years' experience in child welfare or a related social service field is preferred.
2. Previous employment experience working with legal services including family court proceedings is considered an asset.
3. Must have demonstrated knowledge and awareness of Oneida culture and history.
4. Must have demonstrated experience working with First Nation children, youth, and families.
5. Must have strong knowledge of Federal Legislation: An Act Respecting First Nations, Inuit and Métis Children, Youth and Families.
6. A valid Class "G" driver's license and use of a company vehicle are required.

### **MANDATORY DOCUMENTATION WITH APPLICATION:**

1. A cover letter addressing the qualifications listed above **must** be included with your application.
2. Resume.

### **REQUIREMENTS PRIOR TO STARTING EMPLOYMENT:**

1. The successful candidate must submit a recent Vulnerable Sector Check (completed within a 30-day timeframe), **at their own expense**.
2. The successful candidate must submit a copy of a valid Class "G" Driver's License and a recent driver abstract (completed within a 30-day timeframe), **at their own expense**.
3. The successful candidate must submit a copy of applicable educational qualifications (certificates, diplomas, degrees, etc.).

**Submit all mandatory documentation to [hr.recruitment@oneida.on.ca](mailto:hr.recruitment@oneida.on.ca).**

- Late applications will not be accepted.
- All applications will be screened according to the above qualifications, including a full and complete application as requested.
- **Only those selected for interviews will be contacted.**
- A registered member of a First Nation as per Section 16(1) of the Human Rights Act, is preferred.
- Oneida Nation is committed to workplace diversity and provides accommodations to applicants with disabilities throughout our hiring process. If you require accommodations, please contact Human Resources.

**To request a full job profile, contact the Human Resources Department at 519-652-3244 ext. 827 or by email**

**[hr.recruitment@oneida.on.ca](mailto:hr.recruitment@oneida.on.ca).**