

Red Rock Indian Band - Employment Opportunity

Indigenous Student Support Worker

(1 Full-Time – 10-Month Positions)

- One (1) position – George O'Neill Public School, Nipigon ON



About Red Rock Indian Band Education

Red Rock Indian Band (RRIB) Education Department delivers a continuum of programs and services that support students and families across their educational journey.

Our approach reflects a shared responsibility model between community, families, schools, and partner organizations, with a strong emphasis on student well-being, cultural identity, attendance, and overall student success.

POSITION SUMMARY

The Red Rock Indian Band (RRIB) Education Department is seeking an **Indigenous Student Support Worker (ISSW)** to provide proactive, responsive, and culturally grounded support to RRIB students attending school.

This is a student support, coordination, and leadership role. While the ISSW will spend significant time working directly with students and may provide support within classrooms, the position is broader than an Educational Assistant role. The successful candidate will be expected to work with a high degree of independence, identify emerging student needs, develop responsive plans, in collaboration with the school team, coordinate supports, build relationships with students and families, and take initiative in developing strategies and programming that improve student engagement and success.

A key expectation of this position is the ability to move from observation to action. The ISSW should be able to recognize a need, gather information, consult with the appropriate people, develop a plan, implement supports, monitor progress, and adjust the approach when necessary.

The successful candidates will report to the Education Director and work within a shared-responsibility model between RRIB and partner schools.

KEY RESPONSIBILITIES

Student Support

- Build trusting relationships with RRIB students through mentorship, encouragement, and advocacy
- Provide individual and small-group support (academic, social, emotional)
- Assist students experiencing barriers to attendance, engagement, and learning
- Support students during key educational transitions
- Identify student strengths, interests, barriers, and emerging needs through observation, conversation, attendance information, teacher consultation, family communication, and other relevant information.

- Establish clear goals, strategies, responsibilities, and follow-up actions for students receiving focused support.
- Monitor student progress and adjust strategies when an approach is not producing the desired results.
- Advocate for RRIB students and help ensure their strengths, needs, family perspectives, and community connections are understood within the school.

Leadership, Initiative and Innovation

The ISSW is expected to be a self-directed member of the RRIB Education team.

- Regularly assess what RRIB students need and determine how their time can be used most effectively.
- Take initiative in responding to emerging concerns and opportunities.
- Develop creative and innovative approaches to student engagement in collaboration with the school team.
- Identify gaps in support and bring forward recommendations and possible solutions.
- Design and implement activities, interventions, small groups, student check-ins, attendance strategies, transition supports, and other programming in response to identified needs.
- Seek out information, resources, professional learning, and community supports that can strengthen services for students.

Coordination and Collaboration

- Serve as an important connection between RRIB students, families, the RRIB Education Department, and school staff.
- Communicate regularly with teachers and school administration regarding student strengths, concerns, progress, and support needs.
- Develop positive relationships with families and maintain regular communication when students require additional support.
- Work collaboratively with RRIB Education Department staff, attendance personnel, special education staff, teachers, administrators, and outside professionals.
- Participate in student-support, attendance, transition, case-management, and other meetings as appropriate.
- Support continuity between school-based interventions, RRIB programming, family priorities, and community supports.
- Maintain appropriate documentation of student contacts, plans, interventions, progress, family communication, and follow-up.

Attendance and Student Engagement

- Monitor and respond to attendance concerns in collaboration with the RRIB Education Department, school staff, attendance personnel, students, and families.
- Develop relationships with students experiencing attendance or engagement difficulties and work to understand the underlying barriers.

- Participate in the development and implementation of individualized attendance and re-engagement strategies.
- Identify opportunities to reconnect students with school through relationships, culture, land-based learning, interests, strengths, mentoring, programming, and other responsive approaches.

Cultural Programming

- Support cultural learning opportunities within the school
- Assist with language, cultural, and land-based programming
- Work alongside Elders, Knowledge Keepers, and community members
- Promote Indigenous identity, culture, and belonging

QUALIFICATIONS

- Diploma, degree, or equivalent experience in a related field
- Experience supporting children, youth, and/or families in an educational, community, social-service, recreation, or related setting.
- Strong relationship-building skills and the ability to establish trust with students
- Creativity and willingness to develop new approaches when existing strategies are not effective.
- Confidence communicating and collaborating with teachers, administrators, families, and other professionals.
- Ability to maintain confidentiality, professional boundaries, accurate documentation, and appropriate records.
- Strong interpersonal and communication skills
- Ability to work independently and in a team
- Knowledge of community resources

CONDITIONS OF EMPLOYMENT

A current Vulnerable Sector Check and valid Ontario driver's licence required.

COMPENSATION

Competitive salary and benefits package commensurate with qualifications and experience.

APPLICATION PROCESS

Submit cover letter, resume, and three references to jobs@rrib.ca

Application Deadline: September 11, 2026 @ 4:00 PM

Recruitment & First Nations Preference

Red Rock Indian Band values Indigenous knowledge, lived experience, and community connection and supports the recruitment, training, and professional development of its members. The Red Rock Indian Band shall give preference to Aboriginal people who possess the requisite skill sets and experience. RRIB encourages applications from all qualified candidates and remains committed to an objective, criteria-based hiring process.