



NCN Strategic Justice Planner – Multi-Year Term



The Nuu-chah-nulth Tribal Council (NTC) is seeking a Nuu-chah-nulth (NCN) Strategic Justice Planner will bring together 12 Nuu-chah-nulth communities from across all regions to engage in strategic planning on justice-related issues, with the goal of developing culturally appropriate alternatives to the colonial justice system. This multi-year, full-time, term position focuses on developing diversion-based justice plans, facilitating community dialogue, and advocating for sustainable funding and ongoing community engagement. This role involves travel to remote and urban locations. The position reports to the Executive Director and works collaboratively with NTC Executive providing regularly scheduled updates on progress.

Position Duties and Responsibilities

- ◆ Establish a NTC Justice Advisory Committee, develop its terms of reference, and create a workplan based on agreed upon multi-staged goals, priorities, and activities.
- ◆ Work collaboratively with the 12 First Nations communities, Elders, and Knowledge Keepers to facilitate engagement sessions that identify local justice priorities, guide the development of community-led Justice Plans.
- ◆ Create a “current state analysis” to include the NCN landscape for justice, including scan of child & family services, health and social development and other areas as identified.
- ◆ Develop a NCN Strategic Justice Plan including goals and timelines in a multi-staged approach.

Preferred Qualifications

- ◆ Bachelor’s degree in Criminology, Law, Social Work, Indigenous Studies, or a related field; plus a familiarity with the Canadian justice system, alternative measures (diversion) programs, and critical frameworks like the *Truth and Reconciliation Commission Calls for Action*.
- ◆ Minimum 2 years of experience in justice, social services, or community-based support roles, plus a lived experience or deep understanding of Indigenous histories, cultures and the impact of systemic colonialism.
- ◆ Familiarity with the history of the residential school system and the impact on First Nations’ people.
- ◆ Exceptional social facilitation, relationship-building, trauma-informed practice, conflict resolution and advocacy skills.
- ◆ Advanced knowledge, skillset and proficiency with Windows MS Word, MS Excel, MS PowerPoint, and Adobe suite.
- ◆ Capable of flexible hours, work independently,
- ◆ Must have a car and valid driver’s licence & be able to travel to remote & urban settings
- ◆ Provide references and an acceptable criminal record check.

Competitive benefits and salary based on qualifications and experience: Salary Range \$72,000 – \$82,000.



Apply by **1:00 pm, June 22, 2026**, by sending your cover letter, resume and three references (available to contact) to:

Nuu-chah-nulth Tribal Council
Email: apply@nuuchahnulth.org

We thank all applicants for their interest, however, only candidates selected for an interview will be contacted. Candidates must be legally entitled to work in Canada to be considered for this position.

Nuu-chah-nulth Tribal Council