



ONWA understands how important family is to our employees. We often refer to our own selves as 'family'. We know supporting our employees helps them support their families in a healthy way. Employees and their families desire a compensation and benefits package that gives them a reasonable standard of living. We at ONWA strive to ensure the needs our employees and their families are met by offering a competitive total rewards package.

As an organization,
we come together in unity
and work towards
our vision

We look for these key core competencies in our employees:

Inter-cultural Competency

Understands to incorporate a personal responsibility to increase sensitivity, awareness, and implementation of ONWA's cultural teachings and organizational practices in both professional conduct and work-related deliverables.

Indigenous Gender-Based Analysis

Understands to incorporate an intersectional approach to gender, race and discrimination and subsequent intergenerational impacts affecting Indigenous women and their families.

Trauma-Based Practice

Understands to incorporate a trauma-informed approach to recognize and respond to all forms of trauma and the necessity of supporting Indigenous women in a culture of tradition and safety in her healing journey.

She is Wise Leadership

Understands to incorporate *The Four Agreements*, by Don Miguel Ruiz & Don Jose Ruiz within daily responsibilities and combined with ONWA's cultural teachings contribute to the empowerment and leadership of Indigenous women within their communities.



Telephone: 1-800-667-0816




Email: onwa@onwa.ca

Hours of Operation: Monday - Friday, 9am - 5pm

Social Media:

www.onwa.ca

 @ONWA7  @_ONWA_

 @onwa_official  



CREATE COMMUNITY CHANGE



Join Our Team Today!

Scan to see all our exciting career opportunities and apply today! onwa.ca/careers

Indigenous women are encouraged to apply. First preference will be given to all qualified Indigenous applicants.



What does ONWA offer?

ONWA prides itself on providing all employees with a total rewards package that is generous and supports our workforce and their family members.

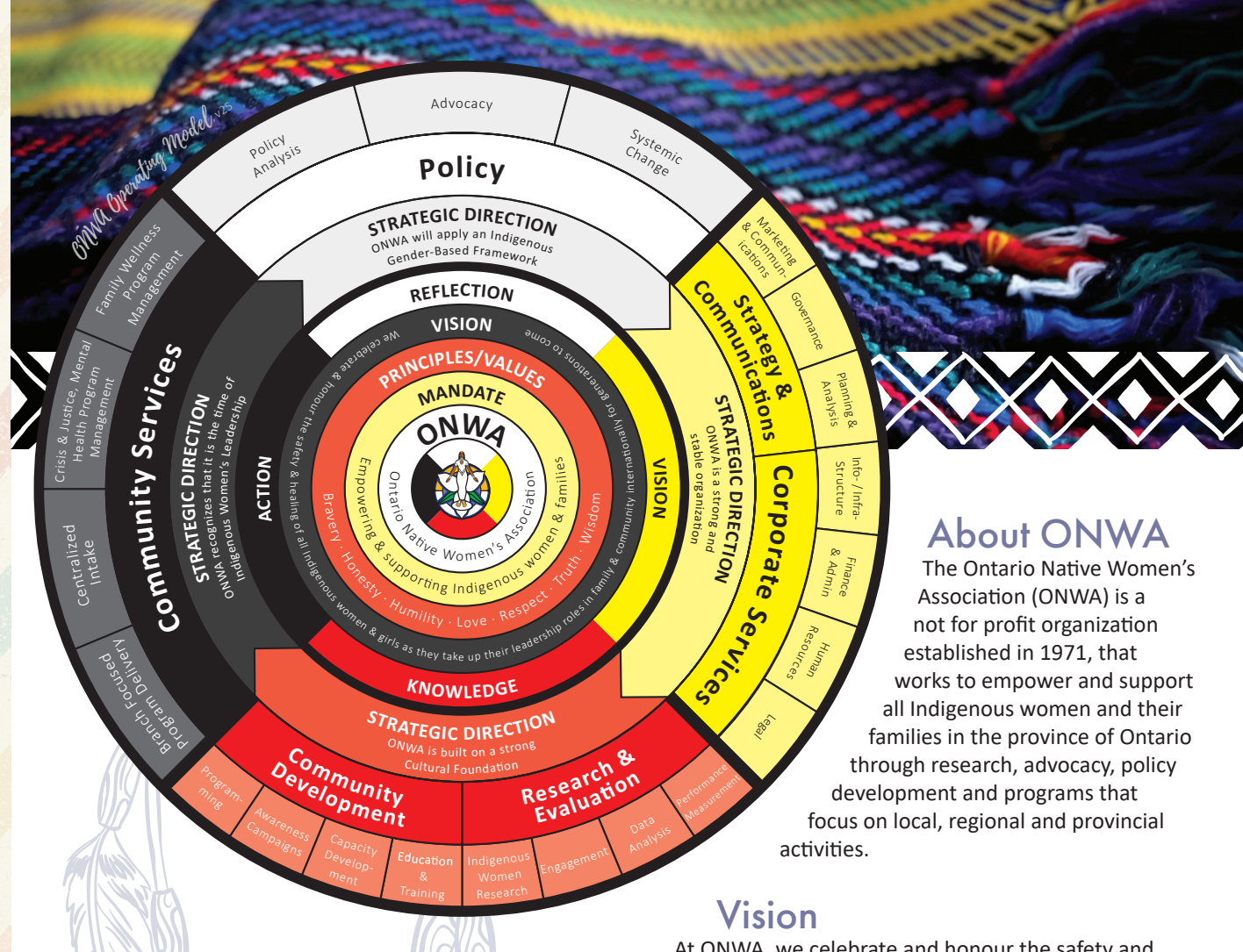
<p>Ongoing professional development</p>	<p>Additional paid Civic/Stat holidays, including National Indigenous Peoples Day</p>
<p>Paid Cultural/Personal Wellness time</p>	<p>Comprehensive benefits program, including health, dental, vision, paramedical, and EAP. Employer currently covers all premiums.</p>
<p>Flexible scheduling to support work-life balance; 35-hour work week, remote/hybrid work offered in various positions</p>	<p>Retire with secure lifetime income with CAAT defined pension plan</p>
<p>Paid sick time</p>	<p>Possible reimbursement on portion of internet and phone expenses</p>
<p>Generous paid vacation time, including additional paid time off during Winter Break</p>	<p>Lifestyle Spending account and Healthcare Spending account</p>
<p>Paid management days</p>	<p>Competitive salaries</p>

ONWA provides career growth opportunities ranging from entry-level, mid-level, manager & senior manager roles. We support and encourage continuous learning.

We work with employees who have the desire to succeed and grow with the organization and we promote internal advancement.

Our careers support a variety of programs and offer a wide range of services to meet the needs of our community members across the province of Ontario.

Indigenous women are encouraged to apply. We welcome Indigenous student placements!



About ONWA

The Ontario Native Women's Association (ONWA) is a not for profit organization established in 1971, that works to empower and support all Indigenous women and their families in the province of Ontario through research, advocacy, policy development and programs that focus on local, regional and provincial activities.

Vision

At ONWA, we celebrate and honour the safety and healing of Indigenous women and girls as they take up their leadership roles in the family, community and internationally for generations to come.

Culture

At ONWA, we are committed to providing all of our employees, with support and guidance to be their best self and successful in their roles. Culture is the foundation of everything we do and is included in the delivery of all programs and services at the ONWA. It grounds us and keeps us focused on why we are here. ONWA prides itself on supporting all employee's with continuous cultural teachings. Our teachings guide us in our roles and responsibilities.

Our locations include:

- Thunder Bay
- Kenora
- Sioux Lookout
- Greenstone
- Timmins
- Toronto
- Hamilton
- Ottawa
- Napanee
- Fort William First Nation

We offer hybrid, remote and in office work models.

