

IDENTIFICATION

Department		Position Title	
Justice		Cook	
Position Number(s)	Community(s)	Division/Region(s)	
82-Various	Various	Corrections/Various	

PURPOSE OF THE POSITION

The Cook provides food services for the centre, within departmental guidelines of the Northwest Territories, in accordance with operational standards established in the Corrections Division, in order to provide safe and secure custody, rehabilitation and reintegration of sentenced and remanded Offenders. As part of the facility team, the incumbent will ensure the ongoing provision and enforcement of policy and services within the Corrections Mission, Vision and Value statement.

SCOPE

- This position reports to the Food Service Supervisor or Facility Manager.
- Indirect responsibility for inmate work crews of up to 12 inmates at mealtimes.
- The incumbent is responsible to assist in the implementation, and instruction of those offenders participating in apprenticeship cook program.
- Adheres to and maintains operational priorities and objectives.
- Participates in the orientation training and mentoring of new employees and/or relief workers.
- Is a Peace Officer while on duty.
- Work is directed by legislation (Public Service Act, Access to Information Privacy Protection Act, Canadian Charter of Rights and Freedoms); and specific policies (Corrections Service Directives and Territorial Safety Acts and Legislation).

RESPONSIBILITIES

1. Facilitates the delivery of food services to staff and inmates.

- Provides daily supervision of offenders engaged in food service preparation.
- Responsible to: order food and maintain an inventory control process; order equipment and supplies; overseeing production, cooking; scheduling the appropriate use of materials; and forecasting production figures within a given budget.
- Coordinates the routine maintenance and sanitation of the kitchen, its' equipment, and facilities.
- Assist in the inventory control process.
- Assist in the procurement of food and supplies required for all areas of production.
- Ensuring the consistent quality of all meals and food products.
- Providing general supervision in order to check menus, supplies, recipes, and equipment and adjusting schedules as necessary to produce optimum results.
- Monitoring food service budget.
- Directing inmates in acceptable food services.
- Assuring adherence to established health and safety standards.
- Attend cross-functional meetings with management to ensure, clear & concise communication.
- Coordinating menu development process ensuring the menu is varied and healthy by liaising with Territorial Dietitian to ensure health standards are met.
- Maintaining and monitoring the HACCP (Hazard Analysis and Critical Care Points) hazard avoidance system (NSCC only).
- Participates in Inmate Food Service Training Program- in anticipation of our desire to implement a recognized career-training program for inmates in the areas of camp cook, baking, etc.

2. Provides safe and secure custody of inmates within the facility to ensure the safety of society, inmates and staff.

- Following, maintaining and enforcing compliance with security and safety standards.
- Following and maintaining institutional security procedures.
- Observing and assessing inmate behavior, and intervening when appropriate.
- Applying informal and formal disciplinary action.
- Collecting data and writing safety and security reports.
- Delivering contraband controls (searches and frisks).

3. Provides direction to staff and inmates to contribute towards an effective, efficient and motivated working environment.

- Mediates offender disputes as necessary and ensuring overall morale is maintained.
- Communicates with other Supervisors, Case Managers and Senior Management on offender personnel issues to ensure group involvement and knowledge is solicited.
- Participates in or facilitates relevant staff training.
- Mentors staff to competently perform their role.
- Adheres to staff dress and deportment to reflect professional standards and

adherence to health and safety regulations.

KNOWLEDGE, SKILLS AND ABILITIES

- Ability to adhere and monitor a budget in the planning and preparation of meals.
- Proven ability to plan and prepare meals for large numbers of people.
- Ability to maintain and keep appropriate records to ensure efficient service levels.
- Purchasing and inventory control ability.
- Knowledge of food service procedures and practices and applicable health, safety (WHMIS), and sanitation standards.
- Proven leadership, interpersonal and problem solving skills.
- Proven ability to supervise and instruct inmates.
- Proven ability to adapt and be flexible in a rapidly changing environment.
- Ability to work in a diverse environment.
- Excellent ability to communicate openly and effectively with an innate ability to build and maintain high, effective, strong working relationships.
- Some knowledge of normal and therapeutic nutrition.
- Knowledge of and ability to use MS Operating Systems, MS Office, Internet and Email programs.
- Knowledge of practical corrections techniques and theories (i.e. mental health, fire suppression, self defense, etc.) with the ability to exercise sound judgment in application (i.e. non violent crisis intervention, Suicide Intervention).

Typically, the above qualifications would be attained by:

Completion of the Red Seal trades certificate (3 year program) is required or 3 years general food service experience in a camp or institutional setting.

Incumbent must be First Aid and CPR Certified and possess a Class 4 driver's license. Awareness of northern Aboriginal traditions and values would be an asset.

WORKING CONDITIONS

Physical Demands

Threat of physical confrontation with clients, who are high risk, who may be highly emotional, intoxicated or who may be under influence of substances. The incumbent may be required to stand for up to 6 hours on given shift and may lift and carry bulk foods up to 40 lbs several times during a shift.

Environmental Conditions

The incumbent works in a secure environment where there may be exposure to communicable diseases, this rate of exposure increases when the incumbent is engaged in direct intervention with the offenders.

As part of cooking responsibilities the incumbent will be exposed to cooking related hazards such as: steam, hot grease, hot water, cold freezer, chemical exposure (oven cleanser) as well as dangerous equipment which includes, meat slicers, large mixers,

tilting skillet and knives.

Sensory Demands

The incumbent must use the combined senses of sight, touch, smell and hearing to maintain an awareness of their working environment to prevent potentially disruptive and dangerous incidents from occurring (i.e. illegal substances, searches, inmate groupings/gangs).

Mental Demands

The incumbent will be required to interact with clients who are agitated and are the subject of a variety of court-imposed conditions resulting in potentially hostile and unpredictable behaviour that poses a significant safety risk. Further, the incumbent works in a secure environment with a presence of dangerous kitchen equipment, isolated by its nature, results in exposure to high-risk situations during offender employment hours. Incumbent may be subject to phone calls and direct disruptions to family life during off-duty hours.

ADDITIONAL REQUIREMENTS

Position Security (check one)

- ☐ No criminal records check required
- ☒ Position of Trust – criminal records check required
- ☐ Highly sensitive position – requires verification of identity and a criminal records check