



MATAWA HEALTH CO-OPERATIVE

Youth Addictions Support Worker JOB DESCRIPTION

Must be “fully vaccinated” against COVID-19. (In Ontario, a “fully vaccinated individual” is defined as one who has received the required number of doses as outlined by Health Canada and they have received their final dose of the COVID-19 vaccine at least 14 days ago.) Must provide Health Canada’s proof of vaccination (vaccine receipt or enhanced vaccine certificate).

PURPOSE OF THE POSITION

Matawa First Nations established the Matawa Health Co-operative (MHC). This provincially incorporated Co-operative consists of the nine Matawa member communities – Webequie, Neskantaga, Nibinamik, Eabametoong, Marten Falls, Aroland, Ginoogaming, Long Lake #58 and Constance Lake First Nations.

The MHC Youth Addictions Support Worker will work closely with the Director of Mental Health Services, the Mental Health Team, and Matawa Health Cooperative staff. They will report to the Executive Director of the Matawa Health Co-operative.

SCOPE

The Youth Addictions Support Worker will provide mental health, addictions, and wellness support specifically to First Nation children and youth from the communities served by Matawa. This role will offer preventative addictions service delivery and programming from a holistic perspective; seeking to address all areas of wellness including: physical, mental, emotional, and spiritual.

RESPONSIBILITIES

- Support Matawa youth in addressing addictions issues that may include but are not limited to: trauma, grief and loss, depression/anxiety, self-harm/suicide prevention services, harm-reduction, safety planning, and substance misuse and addictions;
- Assist with coordination and delivery of GAIN-SS, Global Appraisal of Individual Needs – Short Screener Assessment, as well as work towards certification of such;
- Assist with the coordination of addictions services including intake, assessment, detox, inpatient or outpatient treatment, pre or post-treatment care, discharge planning;
- Offer flexibility with the exploration of treatment options to ensure that care plans are tailored to the wants and needs of the client;
- Explore availability of recovery circles/sharing circles including but not limited to: Alcoholics Anonymous (AA), Narcotics Anonymous (NA), Al-Anon Family Groups, and Alateen;
- Assist with the coordination of after-care planning, especially as it pertains to ensuring necessary supports are in place for children and youth living in the Matawa communities;
- Work collaboratively with MHC staff and partners to deliver addictions programming including Naloxone distribution and training, and other harm-reduction approaches to substance use;
- Work collaboratively with all Systems Navigation roles under MFNM to ensure that Matawa children and youth are able to access any necessary supports or services to address substance misuse and addiction issues;
- Resource development: supporting Matawa children and youth with culturally appropriate addictions/recovery resources, materials, and tools;
- Support as best as possible the front-line staff of our Matawa communities to access resources and services based on the individualized needs of each community;

- Work as part of a multi-disciplinary team (includes but is not limited to MHC Staff, Chief & Council, Matawa Health Directors, Crisis Teams and Workers, Choose Life Workers, Youth Workers, Elders and Traditional Knowledge Keepers);
- Establish and nurture collaborative working relationships with Elders and Traditional Knowledge Keepers to ensure their knowledge is incorporated into content and resources, and are present through program delivery;
- Maintain accurate and confidential client records electronically and in a timely manner;
- Follow duty to report requirements as necessary;
- Maintain competency throughout ongoing mental health and addictions education and/or programming, and act as a resource person to Matawa children and youth;
- Participate in regular supervision and team meetings as required;
- Travel to Matawa First Nation communities, often by small aircraft, is required;
- All other duties as deemed necessary by your immediate Lead/Supervisor.

KNOWLEDGE, SKILLS AND ABILITIES

Knowledge

The incumbent must have proficient knowledge in the following areas:

- Knowledge of foundational theories, principles, and practices as they relate to Social Services, Social Work, and/or Counselling;
- Strong knowledge of practice regulations;
- Familiar with privacy, confidentiality, and duty to report;
- Knowledge of assessment tools and harm-reduction practices;
- Knowledge of community support services, both in Thunder Bay and in the Matawa communities;
- Familiarity with available addictions services or facilities locally, regionally, and provincially including assessment, detox, inpatient or outpatient treatment, and pre or post-treatment care;
- Knowledge of Western and First Nations approaches to and models of addictions recovery;
- Experience planning, developing, and delivering events and programming;
- Cultural Competency;
- Knowledge of First Nations culture, history, community-based services, geographic realities, and social conditions within remote First Nations communities.

Skills

The incumbent must demonstrate the following skills:

- Self-starter who is able to work efficiently both independently and/or as part of a team;
- Highly adaptable and able to work in a fast-paced environment, while demonstrating appropriate discretion, judgement, and problem-solving skills;
- Strong interpersonal and communication skills (written and verbal) and an ability to establish and maintain rapport effectively with clients and partners;
- Highly organized, capable to multi-task and manage time effectively;
- Proficiency in computer skills and technology-based applications: word processing/Microsoft Word, Outlook/email, electronic databases, etc.;
- Ability to think critically and without prejudice;
- Must be able to maintain critical self-reflective practice;
- Advocacy skills.

Personal Attributes

The incumbent must maintain strict confidentiality in performing the duties of Youth Addictions Support Worker. The incumbent must also demonstrate the following personal attributes:

- Organizational and planning skills;
- Demonstrates high degree of ethics both personally and professionally;
- Attention to detail and accuracy;
- Must be able to perform work duties with minimal supervision;
- Must be able to work as part of an interdisciplinary team.

QUALIFICATIONS AND REQUIREMENTS

The incumbent must have proficient knowledge in the following areas:

- Bachelor's degree in Social Work or related field;
- Diploma related to the area of Social Work will be considered (e.g., Indigenous Learning, Native Child & Family Services, Child & Youth Care, Social Service Worker);
- Registration with College of Psychotherapy or College of Social Workers/Social Service Workers or another recognized professional or regulatory college;
- At least 2 years' experience working with Indigenous children, adolescents and/or families in a social services field;
- Experience working with high-risk or vulnerable populations, particularly people experiencing mental health or substance misuse challenges;
- Strong knowledge of regional and provincial mental health and addictions programs and services, particularly those which are culturally appropriate or grounded;
- Valid Class G Driver's License and must be willing to provide a police criminal backgroundcheck;
- Previous experience working with First Nations communities is an asset;
- Fluency in Cree, Oji-Cree, or Ojibway is an asset;
- Must be "fully vaccinated" against COVID-19. (In Ontario, a "fully vaccinated individual" is defined as one who has received the required number of doses as outlined by Health Canada and they have received their final dose of the COVID-19 vaccine at least 14 days ago.) Must provide Health Canada's proof of vaccination (vaccine receipt or enhanced vaccine certificate);
- Support system and self-care strategies in place to maintain own well-being.

WORKING CONDITIONS

Physical Demands: The employee may have to travel to the communities in all weather. They may have to lift, carry and manage equipment and supplies. They may have to work odd or long hours at a time to complete special requests or projects. The employee may often be required to do hands-on work with community members, which will require that they are physically capable of being on their feet/active for long periods of time.

Environmental Conditions: The Matawa work environment can often be busy. The employee may have to manage a number of projects at one time, and may be interrupted frequently. The employee may find the environment to be busy, noisy and will need excellent organizational and time and stress management skills to complete the required tasks. Additionally, the employee may be required to attend, participate in, and facilitate events which will require that they are able to tolerate and manage themselves professionally in environments which can often be extremely busy and noisy. Required to travel to Matawa First Nation Communities in all weather conditions.

Sensory Demands: Sensory demands can include to spend an adequate amount of time with use of a computer and may experience eye strain and occasional headaches.

Mental Demands: The employee will have to manage a number of requests and projects at one time. They must be aware of MHC business in the communities and all relevant legislation, policies, and procedures. They must be available at times to work flexible workdays/hours. The employee must be prepared to deal with emergencies and stressful situations at any time. Will need excellent organizational, time and stress management skills to complete tasks.

Additionally, given that the employee will be working in the field of Mental Health; the employee should be prepared to encounter situations where they may be personally triggered by scenarios they encounter professionally and/or information that is disclosed to them whilst doing front-line work. As such, it is imperative that employees have effective and healthy coping strategies implemented in their day-to-day lives in order to manage the stress they may potentially encounter throughout their work-day both during and after work-hours.

CERTIFICATION

<p>_____</p> <p>Employee Signature</p> <p>_____</p> <p>Printed Name Date</p> <p>I certify that I have read and understand the responsibilities assigned to this position.</p>	<p>_____</p> <p>Lead or Supervisor's Signature</p> <p>_____</p> <p>Printed Name & Title Date</p> <p>I certify that this job description is an accurate description of the responsibilities assigned to this position.</p>
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<p>_____</p> <p>Executive Director's Signature Date</p> <p>I approve the delegation of responsibilities outlined herein within the context of the attached organizational structure.</p>

The above statements are intended to describe the general nature and level of work being performed by the incumbent(s) of this job. They are not intended to be an exhaustive list of all responsibilities and activities required of this position.