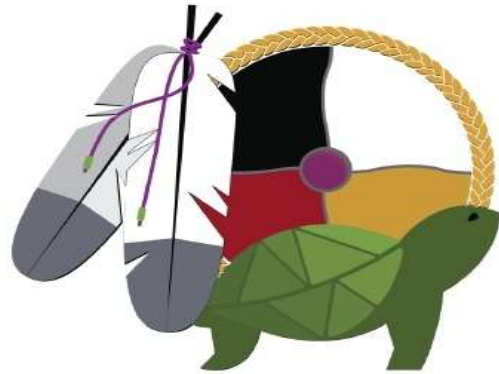




GINOOGAMING FIRST NATION



**MATAWA HEALTH
CO-OPERATIVE**

Community Mental Health & Wellness Worker

Job Description

PURPOSE OF THE POSITION

Incorporated in 2017, the Matawa Health Co-operative (MHC) is a Matawa First Nations owned and controlled health co-operative providing healthcare services that enhance existing health services to achieve long-term health and wellbeing for all members within the nine Matawa First Nations. This provincially incorporated Co-operative consists of the nine Matawa member communities including Aroland, Constance Lake, Eabametoong, Ginoogaming, Long Lake #58, Marten Falls, Neskantaga, Nibinamik and Webequie First Nation. The MHC is overseen by a Board of Directors and is a member of the Health Care Co-operatives Federation of Canada. The MHC is community-driven with services tailored to individual community needs. It is the first of its kind in Canada.

The MHC incorporates traditional healing and medicines to address the health needs of the Matawa First Nations in a holistic way by prioritizing mental health and addictions, diabetes, and chronic diseases. It oversees an Inter-Professional Primary Care Health Team providing direct services in the Matawa First Nations or through telemedicine.

The Community Mental Health & Wellness Worker provides holistic, culturally grounded mental health, wellness, addictions, and harm-reduction support to members of **Ginoogaming First Nation**. Working directly within the community, the position focuses on prevention, early intervention, crisis response, advocacy, and ongoing support while promoting physical, mental, emotional, and spiritual well-being.

The Community Mental Health & Wellness Worker collaborates with community leadership, health staff, Elders, Traditional Knowledge Keepers, schools, families, and partner organizations to provide trauma-informed, strengths-based services that promote healing, resilience, and continuity of care across the lifespan. Through consistent community presence and relationship-building, the Community Mental Wellness Worker supports individuals and families in accessing culturally safe, coordinated care that reflects the values and priorities of Ginoogaming First Nation.

RESPONSIBILITIES

The Community Mental Health & Wellness Worker conducts a diverse range of responsibilities designed to promote the mental, emotional, physical, and spiritual well-being of members of Ginoogaming First Nation. This role integrates direct client support, case management, addictions and harm-reduction services, wellness programming, health promotion, and collaborative community partnerships. All responsibilities are delivered through a culturally grounded, trauma-informed, and holistic approach that responds to the unique needs of individuals, families, and the community across the lifespan.

Case Management and Client Advocacy

- Provide supportive counselling, brief interventions, psychoeducation, and group support within the worker's education, training, professional registration, and demonstrated competence.
- Schedule appointments, conduct home visits, outreach, and wellness checks as appropriate while following safe-home-visit procedures.
- Advocate for members and assist with navigating health care, mental health, addictions, housing, education, income support, justice, and other community resources.
- Coordinate referrals and collaborate with internal and external service providers to meet individualized client needs.
- Monitor client progress and provide ongoing follow-up to ensure continuity of care.
- Maintain accurate, timely, and confidential electronic client records.
- Comply with applicable reporting obligations, privacy legislation, professional standards, and MHC policies, including consultation with a supervisor where appropriate.

Community Wellness Programming

- Plan, coordinate, and facilitate culturally relevant mental health and wellness programming within Ginoogaming First Nation.
- Develop and deliver individual, family, and group-based wellness initiatives that promote healthy lifestyles and resilience.
- Organize culturally safe workshops, presentations, community events, and awareness campaigns focused on mental health and wellness.
- Support land-based healing activities and traditional wellness programming in collaboration with Elders and Traditional Knowledge Keepers.
- Develop culturally appropriate educational resources and wellness materials for community members.
- Encourage community participation and build strong relationships through ongoing outreach and engagement.

Addictions & Harm Reduction Responsibilities

- Provide addictions and harm-reduction counselling through a trauma-informed, culturally grounded, and holistic approach that addresses physical, mental, emotional, and spiritual wellness.
- Support clients experiencing substance use and addiction-related challenges, including trauma, grief and loss, depression, anxiety, self-harm, suicide risk, safety planning, and harm-reduction strategies. Risk screening, crisis intervention, and safety planning occur within organizational protocols and the worker's competence, with access to clinical consultation and emergency referrals.
- Coordinate addictions services, including intake, risk and needs assessments, detox, inpatient and outpatient treatment referrals, discharge planning, and pre- and post-treatment supports.
- Collaborate with members to identify individualized treatment and recovery options that align with their goals, values, and readiness for change.
- Promote and support access to recovery groups, sharing circles, and culturally based healing opportunities where available.
- Assist with after-care planning to ensure ongoing support for members returning to or living within Ginoogaming First Nation.
- Deliver harm-reduction initiatives, including Naloxone education, distribution, and training, in collaboration with community partners and the Matawa Health Co-operative.
- Work collaboratively with Youth Addictions Supports, Systems Navigation staff, health professionals, community services, Elders, and Traditional Knowledge Keepers to strengthen coordinated addictions care.
- Maintain accurate and confidential documentation while participating in regular supervision, case discussions, and professional development.

Collaboration and Community Partnerships

- Work collaboratively with the Ginoogaming Health Centre, Chief & Council, Matawa Health Co-operative staff, schools, Crisis Teams, Choose Life Workers, Youth Workers, Elders, Traditional Knowledge Keepers, and community organizations.
- Participate in multidisciplinary case conferences and coordinated care planning.

- Foster respectful relationships that strengthen community capacity and improve access to culturally safe mental health services.
- Participate in regular supervision with appropriate managers, team meetings, and ongoing professional development activities.

Other Duties

- Participate in meetings, training sessions, and professional development opportunities as required.
- Occasionally travel to Thunder Bay or other locations for training, meetings, or organizational initiatives.
- Perform other duties as assigned by the immediate Lead/Supervisor.

KNOWLEDGE, SKILLS, AND REQUIREMENTS

Education & Experience

- Diploma related to the area of Social Work is required. (e.g., Indigenous Services, Native Child & Family Services, Social Service Worker)
- Bachelor's degree in social work or a related field is preferred.
- Registration with the Ontario College of Social Workers and Social Service Workers (OCSWSSW), or another recognized professional college is required for eligible individuals (e.g., Applicants who hold a Social Service Worker diploma and/or Social Work degree).
- Minimum of two (2) years' experience working with Indigenous populations in a social services or mental health setting.
- Previous experience working within First Nations communities is considered an asset.
- Ability to speak Ojibwe, Oji-Cree, Cree, or another language spoken within the Matawa communities is considered an asset.
- Demonstrated ability to maintain professional boundaries, use supervision appropriately, and apply strategies that support sustainable practice in emotionally demanding work.

Skills & Abilities

- Strong understanding of trauma-informed, strength-based, and culturally safe approaches to care.

- Knowledge of Indigenous mental health, addictions, harm reduction, and holistic wellness practices.
- Must obtain and participate in suicide-intervention training, First Aid/CPR, Naloxone training, and other crisis intervention training as required.
- Excellent interpersonal, communication, advocacy, and relationship-building skills.
- Strong organizational and time management skills with the ability to prioritize competing demands.
- Ability to work independently while contributing effectively within a multidisciplinary team.
- Proficiency in Microsoft Office, Outlook, electronic medical records, and other technology-based applications.
- Strong understanding of privacy legislation, confidentiality, professional ethics, and duty to report.
- Knowledge of community resources available within Ginoogaming First Nation, Thunder Bay, and regional Indigenous service providers.

Other Requirements

- Valid Ontario Class G Driver's License (access to a reliable vehicle is considered an asset).
- Clear Vulnerable Sector Criminal Record Check.
- Proof of a current TB Skin Test.
- Ability to work flexible hours, including evenings or weekends, as required. This includes occasional scheduled programming, emergency callouts, and community support.
- This position is based in Ginoogaming First Nation. Travel to Thunder Bay or other locations may be required.

WORKING CONDITIONS

Physical Demands

The employee works primarily within Ginoogaming First Nation and may provide services in the office, clients' homes, schools, community facilities, and other community settings. The position requires community outreach, home visits, wellness programming, and occasional lifting or transporting of program materials and supplies. Occasional travel may be required for meetings, training, or organizational events.

Environmental Conditions

The employee works in a dynamic community environment where priorities may change quickly. The position requires balancing multiple client needs, responding to urgent situations, and maintaining professionalism in emotionally demanding circumstances.

Sensory Demands

The position requires prolonged computer use, detailed documentation, active listening, and effective verbal communication. Strong attention to detail is essential when maintaining confidential records, completing assessments, and coordinating services.

Mental Demands

The employee regularly collaborates with individuals and families experiencing trauma, crisis, grief, addictions, and complex social challenges. The ability to remain calm under pressure, exercise sound judgment, maintain professional boundaries, and utilize healthy self-care strategies is essential to the role.

CERTIFICATION

Employee Signature

Printed Name

Date

I certify that I have read and understand the responsibilities assigned to this position.

Supervisor's Title

Supervisor's Signature

Date

I certify that this job description is an accurate description of the responsibilities assigned to the position.

Executive Director's Signature

Date

I approve the delegation of responsibilities outlined herein within the context of the attached organizational structure.

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 the position.