



### Family Therapist

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Department: Health Services - The Right Path  
Posting Date: July 28<sup>st</sup>, 2023  
Location: Nipissing First Nation, ON  
Schedule: Standard Work Week  
Job type: Full-time/Permanent  
Vacancies: 1  
Reports To: Manager, Giyak Moseng – The Right Path  
Starting Salary: \$67,230.80

The Family Therapist will provide family focused support to families with complex needs. This position will support and enhance overall family functioning and wellbeing, contributing to the strengthening of the family unit and overall community wellness through provision of direct services, assessment and care planning, support, advocacy and skill building. This position will serve to bridge the gap that may exist between parents, caregivers, and children and youths hindering healthy family functioning and harmonious living arrangements. The Family Therapist will participate in program and community development that is congruent with the Supreme Law, Vision, Mission, and Values for NFN.

#### **What you'll do in the role**

- Develop, facilitate and coordinate access to groups to provide strategies and skill development that fosters healthy family functioning. This may include parenting programs, skill development groups, sharing and support circles, and cultural land-based activities.
- Utilize skills in conflict resolution and mediation, support improved group communication, skill building and enhancement of healthy relationships between children, youth and their parents or caregivers.
- Draw from Indigenous and Western models of care, provide family-centered counselling support including appropriate interventions, referrals, follow-up, advocacy, ongoing support and case coordination.
- Develop and prepare treatment care plans and outcome measures for the family unit that complement current service involvement with Child and Youth Counsellors, and other clinical staff of the Right Path, through collaboration, needs identification and assessment.
- Refer clients to internal and external services such as education/employment supports, housing, harm reduction, addictions counselling, and various other types of programs and services based on client and family need.
- Appropriately maintain the records of all clients ensuring confidentiality.
- Maintain positive working relationships with community members, leaders, groups, and other NFN services and supports and work collaboratively to create and support programs and community events.
- Support and sustain community-led action around issues related to health and wellbeing.
- Demonstrate commitment to the Wiidooktaadyang philosophy and services.
- Connect with and support existing peer support efforts in the community and recruit and supporting community members to become engaged with these initiatives re: food bank, harm reduction supplies.



## Employment Opportunity

- Collect information and prepare with accuracy and timeliness administrative, activity and/ or financial reports including workplans and quality assurance measures.
- Participate constructively as a team member in meetings, seminars and training sessions as required.
- Contribute to policy and program development to enhance the position within the clinical team.
- Fully respect and abide by all aspects of the Health Centre and the Nipissing First Nation standards, policies, and procedures.
- Act in a professionally appropriate manner both when working and when not working and be a positive role model for clients and the Nipissing First Nation community.
- Make reasonable effort to maintain in good order the property of NFN Health Services
- Notify Manager of The Right Path or designate of any occurrence involving person or property and follow reporting protocols.
- Keep team members apprised of their weekly schedule through accepted practices.
- Maintain time management responsibilities through MitreFinch platform.
- Complete other job-related duties as may be assigned by the Manager of The Right Path or designate.
- Input notes, referrals, documentation into NFN electronic medical information software program (Mustimuhw).
- Provide documentation on brief services at team clinical meetings and send to office administrator for preservation.
- Utilize group functions in electronic medical information software to note participation of attendees both in service and brief service clients.
- Collect information and prepare with accuracy and timeliness administrative, activity and/or financial reports.
- Participate in performance appraisals and employee feedback processes.
- Fully respect and abide by all aspects of the Health Centre and Nipissing First Nation administration standards, policies and procedures.

### **Just a few reasons to join Nipissing First Nation**

- Opportunity to work with a dynamic team with career growth across multiple departments.
- Nipissing First Nation prides itself in providing its employees with job security, competitive wages and a safe working environment.
- On-the-job training to support your success in the role.
- A defined contribution pension plan
- Comprehensive Health Plan including Medical, Vision, Life and Disability insurance.
- Casual dress
- Better than average vacation and leave packages.

### **What you bring to the table**

- Must have a Post Secondary Degree in Social Work, Mental Health or Family Systems or College Diploma in Mental Health, Child and Family Development with relevant experience may be considered.
- Must have registration with College of Social Workers and Social Services Worker or other related field.



## Employment Opportunity

- Must have a Bachelor's Degree in health or human services discipline from a recognized post-secondary institution and eligible, for registration with an accredited professional association (i.e., College of Social Workers and Social Services, Workers or College of Psychotherapist)
- Must possess recent and relevant experience acquired over a 3–5-year period in the areas of child and youth counselling or other aspects of addictions treatment, including case management.
- Must possess a valid Ontario Class "G" Driver's License and access to a reliable personal insured vehicle.
- Must be able to obtain a recent (within 3 months) Criminal/Police Records Check and Vulnerable Persons Check
- Respect for Indigenous culture and willingness to learn Ojibwe.
- Demonstrated ability to employ a strengths-based approach to care by assisting people in connecting with their spiritual knowledge that promotes a sense of well-being.
- Proof of completion or willingness to obtain upon employment the following:
  - Conflict resolution and mediation skills
  - Crisis intervention training
  - Applied suicide intervention skills training.
  - Mental health first aid
  - Overdose prevention training
  - Trauma informed care training
  - Family therapy training related to mental health, substance use, grief and loss, and violence.
  - First aid and CPR with AED
- Knowledge of best and promising practice approaches (Western and Indigenous) to address family systems and dynamics for healthy functioning.
- Knowledge of approaches to care that support healthy relationships within families.
- Knowledge of wellness issues facing children and families including psychoeducation of mental health diagnoses and implementing recommended treatment options.
- Knowledge of First Nations Mental Wellness Continuum Framework.
- Knowledge of Language is an asset.
- Knowledge of community development, both internally and externally to First Nations, and an ability to maintain strong partnerships.
- Knowledge of crisis intervention, concurrent disorders and trauma informed care.
- Knowledge of First Nation wellness and priorities.
- Understanding Anishinabek teachings and can apply them to health and wellness.
- Collaborate with relevant agencies internal and external to improve access to services where gaps exist.
- Skills in program planning, implementation and evaluation to support prevention and promotion work.
- Ability to work in a manner respectful of First Nations culture, values and beliefs.
- Ability to protect the personal health information of clients and maintain a high degree of confidentiality.
- Ability to work as a multi-disciplinary team member.
- Ability to work flexible hours.
- Excellent time management, organizational, verbal and written communication skills, interpersonal skills, problem-solving abilities and conflict resolution skills.
- Proficient in Office 365 applications including MS Word, Excel, and Outlook.



## Employment Opportunity

### **Application Deadlines:**

Nipissing First Nation adheres to the following process for our recruitment practices.

#### **Closing August 11<sup>th</sup>, 2023 - 1st Round**

- Opportunities are open to all registered Nipissing First Nation members. Please advise your status in your application
- Applicants who are considered Round 2 or Round 3 will not be considered, regardless of when the application is received.
- If no suitable candidate is found, the process will proceed to Stage Two

#### **Closing August 18<sup>th</sup>, 2023 - 2nd Round**

- Opportunities are open to spouses and children of registered Nipissing First Nation members and registered members of other First Nations. Please advise your status in your application
- Applicants who are considered Round 3 will not be considered, regardless of when the application is received.
- If no suitable candidate is found, the process will proceed to Stage Three

#### **Closing August 25<sup>th</sup>, 2023 - 3rd Round**

- Opportunities are open to all applicants (status and non-status)
- The posting will be open until filled.

If you are excited by this opportunity and want to be a part of Nipissing First Nation, please apply online by emailing your cover letter and resume to [resumes@nfn.ca](mailto:resumes@nfn.ca) no later than 4:30pm on the application deadline noted above.

### **Are you a member of NFN? If so, please read below:**

- ✓ *Nipissing First Nation supports the training and growth of their members and strongly encourages their members to apply to positions.*
- ✓ *Work experience and training opportunities are taken into consideration when screening applications.*
- ✓ *Nipissing First Nation members are encouraged to apply to all rounds of employment postings.*
- ✓ *As per Section 24(1)(a) of the Ontario Human Rights Code, Nipissing First Nation gives preference to First Nation applicants for any employment opportunities.*

**Miigwech to all applicants for their interest; however only those selected for an interview will be contacted.**