



Employment Opportunity

Gwekwaadziwin Shkaabewis

Department:	Health Services
Posting Date:	July 18, 2025
Location:	Lawrence Commanda Health Centre, Garden Village
Schedule:	Standard Work Week – 35 Hours
Job type:	Fulltime/Permanent
Vacancies:	One (1)
Reports To:	Manager Giyak Moseng, The Right Path
Salary Range:	\$46,719.40 – \$61,625.20

Carry the Fire. Walk the Path. Support Community Healing

Nipissing First Nation (NFN) is seeking a grounded, respectful, and community-minded individual to serve as **Gwekwaadziwin Shkaabewis** — a key role in supporting the spiritual, emotional, mental, and physical wellness of our Nation through culturally rooted, land-based

What You'll Do in the Role

As the Shkaabewis, you will:

- Support cultural ceremonies, prepare sacred fires, harvest medicines, and maintain program spaces
- Facilitate and support teachings, circles, outings, and traditional activities with Knowledge Keepers
- Work directly with clients in withdrawal management and prevention using a traditional lens
- Promote the values of the medicine wheel and engage the community in cultural awareness
- Assist in training NFN staff and community members on cultural practices
- Complete activity logs, monthly reports, and other program documentation
- Participate in NFN and broader community wellness initiatives
- Support safety protocols, complete incident reporting, and uphold health standards
- Respect and protect personal health information and uphold client confidentiality
- Embody NFN's Wiidooktaadyang philosophy of working together in service to others

This is a hands-on, land-based position that involves physical labour, working in diverse outdoor conditions, and travel within the territory.



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♥ Reasons to Join Nipissing First Nation

At NFN, we don't just offer a job, we offer a purpose-filled career in service to our community. Our workplace is one where learning is encouraged, growth is supported, and our culture is celebrated.

- ✓ Work with a passionate team rooted in community values
- ✓ Gain valuable experience across all areas of HR
- ✓ Be part of an inclusive, supportive work culture
- ✓ Competitive salary and defined contribution pension plan
- ✓ Comprehensive benefits package – medical, dental, vision, life, and disability
- ✓ Business Casual dress and modern workplace practices
- ✓ Training, mentorship, and ongoing development opportunities

🌴 Vacation Time:

Start with three (3) weeks of vacation, plus enjoy a two (2) week paid office closure over the December holiday season – giving you time to rest, reset, and reconnect.

🧘 Additional Leave:

We offer better-than-average leave benefits to support your health, wellness, and work-life balance.

🎯 What You Bring to the Table

- **Must have at least three (3) years of experience** supporting cultural and land-based activities
- **Must have been mentored by a recognized Indigenous Knowledge Keeper** and be identified by the community as having this experience
- **Must have** current **First Aid and CPR with AED certification**, or be willing to obtain upon hire
- **Must have** a valid Ontario **Class G Driver's License** and access to a reliable insured vehicle
- **Must provide** a recent (within 3 months) **Vulnerable Sector Check**
- Demonstrated ability to work respectfully and collaboratively with Elders and Knowledge Keepers
- Ability to work flexible hours and with minimal supervision
- Strong communication, time management, and organizational skills
- Willingness to work outdoors year-round in physically demanding environments
- Knowledge of traditional wellness approaches that address substance use and support mental health
- Basic understanding of community health systems, including Withdrawal Management and Harm Reduction
- Knowledge of Ojibwe or a desire to learn is a definite asset
- Comfort navigating both traditional and contemporary healing approaches



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Application Deadlines and How to Apply

Nipissing First Nation adheres to a structured and fair hiring process. Please identify your eligibility clearly in your application.

Round 1 – Closing August 1, 2025,

Only open to registered Nipissing First Nation members.

(Round 1 applicants will be considered at this stage.)

Round 2 – Closing August 8, 2025,

Only open to spouses and children of registered NFN members and registered members of other First Nations.

(Round 2 applicants will be considered at this stage.)

Round 3 – Closing August 15, 2025,

Open to all applicants (status and non-status).

Posting will remain open until the position is filled.

If you are excited by this opportunity and want to make a meaningful impact with Nipissing First Nation, please submit your **cover letter and resume** to:

 resumes@nfn.ca

 **Deadline: 4:30 p.m. on the date assigned to your eligibility round**

Are You a Member of NFN?

Nipissing First Nation is deeply committed to the training, development, and employment of our members. ***We strongly encourage NFN members to apply,*** even if you don't meet every qualification. Your lived experience matters, and we consider all aspects of your background in the hiring process.

As per **Section 24(1)(a)** of the *Ontario Human Rights Code*, **preference will be given to First Nation applicants.**

***Miigwech to all applicants for your interest.
Only those selected for an interview will be contacted.***