



Employment Opportunity

Post Majority Support Services Worker

Department: **Social Services**
Posting Date: **July 25, 2025**
Location: **Nipissing First Nation**
Schedule: **Full-Time / 35 hours per week**
Job type: **Permanent**
Vacancies: **3**
Reports To: **Post Majority Support Services Manager**
Salary Range: **\$63,336.00 - \$83,556.20**

Join Our Team – Make a Difference in the Lives of Youth!

Are you passionate about supporting youth and young adults on their path to independence? Nipissing First Nation is seeking a compassionate and driven Post Majority Support Services Worker to walk alongside youth aged 14–26 as they transition out of care and into adulthood. In this role, you'll help guide young people through challenges, celebrate their successes, and ensure they stay connected to culture, community, and the support systems they deserve.

What You'll Do in the Role

- Build trusting relationships with young adults, including reconnecting with those formerly in care.
- Support case planning for each youth, identifying their goals and developing individualized support plans rooted in wellness, culture, and personal growth.
- Coordinate referrals and connect clients to internal programs (housing, mental health, education/training) and external support (community agencies, CAS, justice, health).
- Organize and lead cultural programming, drop-in sessions, and life skills workshops, including topics like budgeting, resume building, mental wellness, and community connection.
- Help youth navigate difficult systems, advocate on their behalf, and ensure they understand their rights, responsibilities, and available options.
- Facilitate connections to family, kin, and community members while respecting the unique needs and wishes of each youth.
- Document your work thoroughly and confidentially in line with legal and policy requirements.
- Participate in training and cultural events, always operating from a place of respect, self-awareness, and continuous learning
- Provide culturally grounded, wraparound case management to support holistic wellness
- Facilitate referrals to internal and external support including education, employment, housing, mental health, and cultural programming



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- Maintain accurate case documentation and follow organizational policies

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
- ✓ 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 a Diploma or degree in Social Services, Child and Youth Work, or equivalent experience
- Must have 2+ years working in a youth- or family-focused social services setting
- Must have Ontario College of Social Workers registration (or willingness to register)
- Strong understanding of Indigenous culture, history, and values, especially the impacts of trauma, child welfare, and systemic barriers
- Knowledge and experience working with Indigenous youth/young adults and families in a healing and wellness capacity.
- Understanding of Extended Society Care (society ward), Guardianship, Customary Care, Alternate Care, Kinship Care, and Voluntary Youth Service Agreement (VYSA).
- Understanding of the Child and Youth Family Service Act (Ontario) and proceedings involving the First Nation's children.
- Excellent case and file management skills and stress management and time management skills.
- Must have the ability to engage people to build trust and rapport, effective verbal and listening communication skills.
- Essential computer competencies (Email, cell phone, Office 365, Teams).



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- A clear criminal reference check (CPIC) and Vulnerable Sector Check, and Child Welfare Check
- Valid Ontario driver's license and access to a reliable vehicle
- Ability to work evenings, weekends, and travel for client outreach as needed
- Strong communication and interpersonal skills
- Ability to maintain confidentiality and separate work from personal life in a close-knit community
- Cultural awareness and respect for Indigenous traditions and values

Application Deadlines and How to Apply

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

Round 1 – Closing August 8, 2025.

Only open to registered Nipissing First Nation members.

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

Round 2 – Closing August 15, 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 22, 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.*