

Manager, Giyak Moseng – The Right Path

Department: Health Services

Posting Date: July 11, 2025

Location: Nipissing First Nation, ON

Schedule: Standard Work Week/35hrs

Job type: Permanent – Full Time

Vacancies: 1

New or Existing Position: Existing

Reports To: Director, Health Services

Salary Range: \$75,930.40 - \$100,191.00

What you'll do in the role

- Works in a manner that demonstrates accountability for work performance
- Promotes a safe and healthy environment for clients, staff, and visitors by ensuring adherence to professional boundaries and supporting physical space needs for service delivery
- Provides leadership to staff through supervision, coaching, mentoring, and assisting with strategy development to meet client and community needs
- Leads the NFN Critical Incident Response Team (CIRT) by activating, directing, debriefing, and preparing closing summaries
- Participates constructively in meetings, training sessions, and relevant committees
- Makes reasonable effort to maintain in good order the property of NFN Health Services
- Notifies the Director of Health Services or designate of serious occurrences involving person or property and follows reporting protocols
- Demonstrates ability to lead The Right Path (TRP) team through structural, programming, or operational changes and challenges
- Provides critical feedback and performance management to staff to address performance issues and offer support
- Develops and maintains positive relationships with community members, service organizations, and government partners at the First Nation, provincial, and federal levels
- Supports initiatives that improve access and cultural competency in services for First Nations
- Builds collaborative relationships with external agencies, service providers, and research teams to fulfill NFN and TRP mandates
- Demonstrates knowledge of local, provincial, and federal services to advocate for individuals and service delivery processes
- Drafts and applies for funding agreements and grants as needed, including on short notice
- Develops and reviews annual work plans aligned with the NFN Strategic Plan and adapts them as priorities change
- Ensures accurate collection and reporting of administrative, activity, and financial information
- Maintains ongoing communication with staff, management, leadership, and the community
- Manages the implementation and coordination of core programs
- Assists in identifying appropriate virtual care and digital health tools for client services
- Identifies and manages client triage and waitlist processes
- Evaluates programs and integrates feedback for continuous improvement
- Reviews and applies best/promising/wise practices in Indigenous wellness, specifically in mental health and addictions
- Participates in the development, implementation, and analysis of quality assurance measures across areas of responsibility

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- Identifies data needs, implements data collection tools, and makes informed recommendations, including policy development
- Develops and maintains a risk mitigation strategy and action plan
- Provides concise, evidence-based reports on quality assurance measures when required
- Ensures compliance with all agreements and NFN financial policies
- Reviews financial reports regularly and works with finance to resolve discrepancies
- Collaborates with the Director of Health Services to prepare accurate financial reports for funding agencies
- Leads proposal writing specific to area of responsibility in collaboration with internal and external partners
- Participates in the selection and recruitment of staff in coordination with NFN Human Resources
- Conducts regular staff performance reviews and competency assessments
- Maintains and monitors external contracts to meet service demands
- Develops individualized performance plans outlining strengths and areas for development
- Approves training and development opportunities that align with performance goals
- Completes any other job-related duties as assigned by the Director of Health Services or designate

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.
- Casual dress
- A defined contribution pension plan
- Comprehensive Health Plan including Medical, Vision, Life and Disability insurance.
- Better than average vacation and leave packages.

What you bring to the table

- Respect for indigenous culture and willingness to learn Ojibwe.
- Must have master's degree in a health or social services related discipline or equivalent
- Must have 3 years with clear management responsibility; Strategic planning and business plan development, Grant writing
- First Nation health management or Leadership certificate an asset
- Must have a valid Ontario Class "G" License and access to a reliable personal insured vehicle
- A recent (within 3 months) Criminal/Police Records Check and Vulnerable Persons Check
- First Nations Mental Health First Aid
- Applied Suicide Intervention Skills Training (ASIST)
- Crisis Intervention training
- Naloxone Training
- Privacy Training
- Occupational Health and Safety Training
- WHMIS (Workplace Hazardous Materials Information System)
- First Aid and CPR with AED
- Knowledge of Indigenous worldview
- Knowledge of Anishinaabemowin language an asset
- Knowledge of First Nations Mental Wellness Continuum Framework

Manager, Giyak Moseng – The Right Path

- Knowledge of various interventions (both Indigenous and western) for children and youth to address mental health concerns, mental illnesses and concurrent disorders
- Knowledge of addictions and harm reduction philosophy
- Knowledge of trauma-informed care to address complex needs
- Skills in community development and community evaluation
- Skills in policy and procedure review and development
- Ability to implement best practice standards and address ethical issues in accordance with appropriate College requirements/legislation
- Ability to protect the personal health information of clients and maintain a high degree of confidentiality, privacy, and security
- Ability to effectively manage financial and activity data to ensure accountability through reporting processes
- Ability to identify and implement quality assurance measures for effective care delivery
- Ability to critically analyze and address systemic issues that impact First Nation wellness
- Ability to act professionally and work with minimal supervision
- Proficient computer experience in Microsoft 365
- Excellent written and verbal communication skills
- Excellent interpersonal skills, problem-solving abilities and conflict resolution skills
- Excellent time management, organizational and administrative skills

APPLICATION DEADLINES:

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

Closing July 25, 2025 - 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 1, 2025 - 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 8, 2025 - 3rd Round

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



EMPLOYMENT OPPORTUNITY

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*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 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.