

## Supervisor, Wellness Camp

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**Department: Social Services – True Self**

**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: New**

**Reports To: Manager, True Self**

**Salary Range: \$56,292.60 - \$74,274.20**

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### What you'll do in the role

- Foster and maintain strong, collaborative relationships with internal departments, external agencies, and community stakeholders to enhance service delivery and community engagement.
- Develop and implement operational plans for land-based wellness programs and camps.
- Ensure programs are peer-led, culturally appropriate, trauma-informed, and community-driven.
- Coordinate logistics for land-based activities, including transportation, safety, and supplies.
- Represent the Outreach Program on various community and inter-agency committees, contributing to collaborative planning and advocacy efforts.
- Provide mentorship, training, and performance evaluations for program staff. Schedule staff activities and ensure adherence to policies and procedures.
- Foster a collaborative and supportive team environment.
- Supervise and support staff, Elders, cultural workers, and volunteers involved in program delivery, ensuring availability as required during the 12-week participant sessions.
- Conduct regular team meetings to review procedures, share updates, and address challenges.
- Compile, analyze, and distribute program data and reports. Support continuous improvement through program evaluation and feedback mechanisms.
- Assist with recruitment, onboarding, and performance evaluations of staff, students, and volunteers. Address employee relations matters in collaboration with the Program Manager.
- Oversee staff training and orientation. Ensure adherence to organizational policies, procedures, and ethical standards.
- Establish and nurture strong, respectful relationships with community members, Elders, Knowledge Keepers, youth, and families to ensure programs are rooted in community needs and cultural values.
- Actively promote land-based wellness initiatives through community presentations, events, and outreach activities that reflect Indigenous traditions, teachings, and healing practices.
- Liaise with internal departments (e.g., education, social services, health) and external partners (e.g., other First Nations, service agencies, government bodies) to coordinate services and enhance program reach and impact.
- Encourage and support peer-led and grassroots wellness efforts by recruiting and mentoring community members to take active roles in program delivery and leadership.
- Represent the voices and needs of community members in planning and decision-making forums, ensuring that services are accessible, inclusive, and trauma-informed.
- Lead the planning and execution of culturally relevant events, workshops, and gatherings that foster connection, healing, and knowledge sharing.
- Act as a point of contact for community feedback, addressing concerns with empathy and professionalism, and adapting programming as needed.

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- Develop and distribute promotional materials, maintain program visibility through digital and in-person channels, and ensure that information about services is accessible to all community members.
- Prepare timely and accurate administrative, activity, and financial reports as required by the program and funders.
- Actively contribute to team meetings, training sessions, and organizational initiatives. Provide constructive feedback and support to colleagues.
- Uphold the values and standards of the Nipissing First Nation and True Self Debwewendizwin Program.
- Serve as a positive role model in both professional and community settings.
- Ensure responsible use and maintenance of program resources and equipment.
- Perform additional tasks as assigned by the Program Manager or designate to support program goals and community needs.
- Knowledge of Peer Values and leading a Peer Initiative

### 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 a Diploma in Indigenousness Wellness Addiction Intervention, Social Service Worker (SSW), Community Service Worker (CSW), Addiction Intervention Counselling and/or Addictions/Mental Health or related field from an accredited college or vocational school.
- Must have A valid Ontario Class "G" Driver's License and access to a reliable personal vehicle.
- Must have Peer works core peer support training or equivalent or willingness to obtain
- Strong leadership, critical thinking, and decision-making skills.
- Knowledge of Indigenous cultures, traditions, and land-based practices.
- Excellent communication, facilitation, and conflict resolution abilities.
- Proficiency in Microsoft Office and digital communication tools.
- Lived experience with Mental Health, homelessness, incarceration or addiction issues.
- Willingness to work flexible hours, including evenings and weekends, and travel to remote sites.
- Ability to supervise, mentor, and support a multidisciplinary team.
- Skilled in coordinating staff schedules, performance evaluations, and training.
- Leads by example, fostering a respectful, inclusive, and culturally safe work environment.
- Understanding of Indigenous cultures, traditions, and land-based healing practices.
- Ability to build trust and meaningful relationships with community members, Elders, and partners.
- Advocates for culturally appropriate services and integrates traditional knowledge into programming.
- Strong organizational skills to plan, implement, and evaluate wellness programs and land-based camps.
- Experience in managing logistics, budgets, and reporting requirements.
- Capable of adapting programming to meet evolving community needs and priorities.



# EMPLOYMENT OPPORTUNITY

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### **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.

*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.**