



Employment Opportunity

Jr. Post Majority Support Services Worker

Department: Social Services, Post Majority Support Services

Posting Date: Friday, August 15, 2025

Location: Nipissing First Nation

Schedule: Full-Time/ 35 hours per week

Job type: Permanent

Vacancies: 1

Reports To: Manager, Post Majority Support Services

Salary Range: \$49,922.60 – \$65,884.00

Nipissing First Nation (NFN) is seeking a dedicated, organized, passionate individual to join our team as a Junior Post Majority Support Services Worker. In this role, you will provide support that meets the distinct needs and promotes holistic positive outcomes for thriving Nipissing First Nation youth and young adults, ensuring adherence to legislative requirements, policies, procedures, and the Mission, Beliefs, and Vision of Nipissing First Nation

What You'll Do in the Role

- Assist in planning for transitioning youth/young adults.
- Participate in planning for transiting youth and young adults including identifying and maintaining connection to family, extended family and community.
- Contact former and existing youth and young adults in care.
- Provide input into work plans.
- Ensure assigned client files are maintained and updated on a regular basis
- Ensure appropriate cultural opening when coordinating meetings both within Nipissing First Nation, for clients, families, communities and other collaterals.
- Actively seek guidance from cultural staff.
- Support youth and young adults to be fully independent and identify their own interests to support their well-being for their life-long success.
- Support youth and young adults in participating in cultural programming.
- Support youth in referrals to internal and external services.
- Support holistic development
- Actively seek guidance from the cultural staff on how to incorporate culture into the position or how to work from a cultural perspective.
- Facilitate and organize cultural revitalization activities involving elders, youth, young adults, family and community
- Adhere to policies, procedures, and relevant practices.
- Ensure confidentiality and safekeeping of all documents and records
- Maintain accurate, up-to-date, and concise work files
- Follow human resources, finance, and other policies and procedures in their performance of duties.



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- Act in accordance with Nipissing First Nation's Code of Ethics and always maintain confidentiality to protect the privacy of the staff, families, and community.
- Ensure confidentiality and safekeeping of all documents and records.
- Perform additional related duties in accordance with job responsibilities and department objectives.
- Participate in cultural events, mandatory training as required.
- Other duties as required or assigned
- Uphold confidentiality and always maintain professional boundaries
- Represent NFN positively in the workplace and community

Reasons to Join Nipissing First Nation (*unchanged for every posting*)

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
- ✓ 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 Ontario Social Work or OSSD with the willingness to obtain SSWD
- Must have 1-2 years of relevant experience in Social Services or related field
- Must have a valid driver's license and have access to a reliable vehicle
- Knowledge of Nipissing First Nation community, culture, and social services. Strong knowledge and awareness of Indigenous culture and history, with emphasis on family violence, child welfare, the impacts of trauma, Indigenous youth /young adults' engagement, and community outreach.
- 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).
- Knowledge of the Medicine Wheel concept and 7 Grandfather Teachings.



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- Speaker of Anishinaabemowin language will be considered an asset.
- Self-motivated individual with the ability to work with minimal supervision in a team-oriented setting.
- 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.
- Strength-based problem solving.
- Strong Communication skills with clients, team members and management.
- Able to work both independently and in a team environment
- Essential computer competencies (Email, cell phone, Office 365, Teams).
- A clear criminal reference check (CPIC) and Vulnerable Sector Check, and Child Welfare Check
- Ability to manage time and prioritize tasks effectively
- 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 29, 2025,

Only open to registered Nipissing First Nation members.

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

Round 2 – Closing September 5, 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 September 12, 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?**



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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.***