



Employment Opportunity

Mental Health Therapist

Department:	Health Services, The Right Path
Posting Date:	October 24, 2025
Location:	Garden Village, Nipissing First Nation
Schedule:	Full time – 35 hours per week
Job type:	Full-Time, Permanent
Vacancies:	One (1)
Reports To:	Manager, The Right Path
Salary Wage:	\$69,942.60 – \$92,274.00

Nipissing First Nation Health Services is seeking a dedicated Mental Health Therapist to join the Right Path team. This position provides client-centered mental health and wellness support using a combination of Indigenous and Western models of care. The ideal candidate will possess strong counselling and advocacy skills and have experience working collaboratively with clients, families, and communities to support health and well-being.

What You'll Do in the Role

- Provide counselling support through a combination of Indigenous and Western models of care, including interventions, referrals, follow-up, advocacy, and case coordination for Adult Referrals (18 years and older).
- Develop and implement treatment care plans in collaboration with clients, ensuring outcome measures are aligned with individual needs.
- Refer clients to appropriate internal and external services such as education, employment, housing, harm reduction, and addictions counselling.
- Maintain confidential records of all clients and document progress using the Mustimuhw electronic medical information software.
- Actively participate in community-led initiatives to promote health and well-being, including peer support programs, harm reduction efforts, and food bank support.
- Demonstrate commitment to the NFN Wiidooktaadyang philosophy.
- Collaborate with community members, leaders, and other NFN services to support programs and events.



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- Deliver public education and health promotion initiatives to foster understanding, life skills, coping, and resiliency within the community.
 - Support critical incident responses as directed under Niiwiidooktaadmin protocols.
 - Prepare and submit accurate and timely administrative, activity, and financial reports.
 - Participate in clinical team meetings, monthly performance reviews, and professional development activities.
 - Contribute to policy and program development to enhance mental wellness services.
 - Abide by all NFN Health Centre policies, procedures, and standards, maintaining a high level of professionalism as a positive role model within the community.
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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
- ✓ 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

- Respect for indigenous culture and willingness to learn Ojibwe.
- Must meet one of the following educational criteria:



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- A bachelor's degree in social work or Mental Health Discipline from a recognized post-secondary institution, eligible for registration with an accredited professional association (e.g., College of Social Workers and Social Service Workers or College of Psychotherapists), or;
- A Diploma in a related discipline with a minimum of 3 years of direct work experience in addictions, including assessment, treatment, and intervention, or;
- A Diploma in an Indigenous or Alternative Wellness Program with a minimum of 3 years of relevant community-based work experience.
- Recent and relevant experience acquired over a 3–5-year period in adult mental health counselling or other aspects of addictions treatment, including case management.
- A valid Ontario Class "G" Driver's License and access to a reliable, personal insured vehicle.
- A recent (within 3 months) Criminal/Police Records Check and Vulnerable Persons Check.
- Demonstrated ability to employ a strengths-based approach by assisting individuals in connecting with their spiritual knowledge to promote a sense of well-being.
- Knowledge of wellness issues facing adults, including psychoeducation of mental health diagnoses and implementing recommended treatment options.
- Familiarity with the First Nations Mental Wellness Continuum Framework.
- Knowledge of Anishinabek teachings and the ability to integrate them into health and wellness practices.
- Experience in community development, both internally and externally to First Nations, with the ability to maintain strong partnerships.
- Knowledge of crisis intervention, concurrent disorders, and trauma-informed care.
- Skills in program planning, implementation, and evaluation to support prevention and promotion work.
- Understanding of First Nation wellness priorities and community needs.
- Proficiency in Office 365 applications, including MS Word, Excel, and Outlook.
- Excellent time management, organizational, verbal and written communication skills, as well as interpersonal skills, problem-solving abilities, and conflict resolution skills.
- Ability to work in a manner respectful of First Nations culture, values, and beliefs.
- Ability to protect the personal health information of clients and maintain a high degree of confidentiality.
- Ability to work as a multi-disciplinary team member and collaborate with internal and external agencies to improve access to services.
- Flexibility to work variable hours as needed to meet community and client needs.



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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 November 7, 2025,

Only open to registered Nipissing First Nation members.

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

Round 2 – Closing November 14, 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 November 21, 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.***