



Employment Opportunity

Peer Outreach Worker

Department: Social Services
Posting Date: October 31 , 2025
Location: Nipissing First Nation, ON
Schedule: 35 hours per week
Job type: Contract-Full Time, 35 hours per week
Contract End Date: March 31, 2026
Vacancies: Two (2)
Reports To: Manager, True Self
Salary Wage: \$25.67 per hour

Nipissing First Nation is seeking a compassionate, dependable, and community-focused individual with lived experience related to mental health, substance use, trauma, or homelessness. You must demonstrate empathy, professionalism, and a strong understanding of harm reduction and cultural safety.

What You'll Do in the Role

- Street Outreach for wellness checks and meet with participants to assist with intake assessments and safety plans across Nipissing District
- Connect with people in the community or at their encampments experiencing homelessness, mental health or substance use and offer support.
- Pick up food packages from the Gathering Place and drop them off to participants.
- Hand out PPE and other harm reduction supplies such as flashlights, clothing items, testing strips and naloxone kits.
- Hand out snack packs and water
- Initiate, establish and maintain relationships with participants while developing trust and rapport, sharing and discussing common experiences and help build a collective sense of community for participants, supporting them to create meaningful lives in the community.
- Assist individuals one on one with navigating access to government programs and systems e.g.: (Ontario Works, ODSP, child welfare, community housing, etc.)



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- Act as a coach and mentor to help participants set goals and develop skills.
 - Plan, organize and facilitate activities and workshops.
 - Make referrals to local and culturally appropriate agencies, programs and services to meet immediate needs e.g. (housing, access to elders, mental health support etc.)
 - Ensure individuals privacy by only sharing information for which informed consent has been obtained.
 - Communicate and work collaboratively with participants, team members, coworkers, members of the community and attend team and community meetings as required.
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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
- ✓ Business Casual dress and modern workplace practices
- ✓ Training, mentorship, and ongoing development opportunities

🌴 Vacation Time:

Enjoy a two (2) week paid office closure over the December holiday season – giving you time to rest, reset, and reconnect.

🎯 What You Bring to the Table

- Post-secondary education (Degree/Diploma) in Mental Health & Addictions, Social Services, Indigenous Wellness, Addiction Prevention, or a related field is

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preferred.

- Must have Lived experience with mental health, addiction, homelessness and/or trauma.
- Peer Works Accreditation or equivalent training in peer support or mental health advocacy is preferred.
- Must have Valid Ontario Class "G" Driver's License and access to a reliable, insured vehicle.
- Strong understanding and application of harm reduction models in service delivery.
- Experience working within an anti-oppression framework, ensuring equity and inclusion in service provision.
- Familiarity with First Nations wellness approaches and the ability to incorporate Indigenous teachings and practices into client support is an asset.
- Experience in facilitating workshops and seminars, with the ability to engage diverse groups.
- Strong networking skills and experience collaborating with community service agencies and businesses.
- Ability to effectively interpret verbal and non-verbal communication to assess client needs.
- Excellent communication and interpersonal skills, with the ability to build trust and rapport with clients.
- Strong problem-solving, analytical, and research skills.
- Effective conflict resolution and crisis intervention abilities.
- Ability to work with diverse populations and support individuals facing barriers to employment and well-being.
- Ability to work outdoors in all weather conditions, including walking/hiking a minimum of 5km unassisted while carrying necessary supplies.
- Flexibility to work evenings, weekends, or non-traditional hours based on client and community needs.



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

Round 1 – Closing November 14, 2025

Only open to registered Nipissing First Nation members.

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

Round 2 – Closing November 21, 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 28, 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.



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