



Employment Opportunity

Team Lead – Wellness Camp

Department:	Social Services
Posting Date:	November 14, 2025
Location:	Nipissing First Nation
Schedule:	35 hours per week
Job type:	Full Time / Permanent
Vacancies:	One (1)
Reports To:	Supervisor, Wellness Camp
Salary Wage:	\$49,922.60 to \$65,884.00

Nipissing First Nation is seeking an individual who is compassionate, culturally grounded and who is committed to supporting the well-being of our community.

What You'll Do in the Role

- Guide, mentor, and assign tasks to Peer Support Workers.
- Provide daily support and emotional guidance.
- Lead problem-solving using trauma-informed and culturally safe approaches.
- Model teamwork, open communication, and trauma-informed practices.
- Track incidents and emotional safety concerns to identify patterns.
- Facilitate daily team check-ins and debriefs.
- Collaborate on team performance and participant outcomes.
- Ensure the physical, emotional, and cultural safety of the camp environment.
- Contribute to program evaluation efforts using culturally appropriate methods
- Maintain accurate, confidential, and timely records in alignment with organizational, cultural, and legal standards.
- Support incident reporting and ethical decision-making.
- Coach Peer Support Workers on documentation quality and recovery-oriented language.



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- Daily tasks, sharing circles, providing mentorship & feedback, ensuring culturally safe protocols are being followed and using trauma informed care practices
 - Peer mentorship, assisting in activities, team collaboration, check-ins with peer support workers
 - Providing qualitative feedback, supporting culturally grounded evaluation methods, ability to listen to and support peer support workers
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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.



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What You Bring to the Table

- Must have Social Services Diploma, Mental Health & Addictions or related social education with lived experience
- Must have 3 years relevant work experience
- Have PeerWorks essential core training or willingness to obtain
- Valid Ontario G Class License and access to a reliable vehicle
- Experience in leading a team and experience in Peer Support
- Relevant Lived Experience in Healing, Recovery or Peer Support
- Strong Knowledge and awareness of Indigenous culture, history and Medicine Wheel concepts
- Ability to work flexible hours, including evenings and weekends and in different outdoor
- 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 November 28, 2025,

Only open to registered Nipissing First Nation members.

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

Round 2 – Closing December 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.)



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Round 3 – Closing December 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?**

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.***