



## Employment Opportunity

### Addiction Services Coordinator

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Department:	Health Services – The Right Path
Posting Date:	November 28, 2025
Location:	Nipissing First Nation, ON
Schedule:	Full Time – 35 hours per week
Job type:	Permanent
Vacancies:	One (1)
Reports To:	Manager, The Right Path
Salary Wage:	\$56,292.60 to \$74,274.20

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Nipissing First Nation is seeking an individual who is compassionate, culturally grounded and committed to supporting community wellness. You are dedicated to building trust with community members, working collaboratively and fostering healing in a way that aligns with the Values, Mission and Vision of Nipissing First Nation.

#### What You'll Do in the Role

- Use a client-centered, empathetic approach to build trust, listen actively, and help individuals set their own goals.
- Initiate and maintain supportive, respectful relationships with clients to foster meaningful community connection.
- Conduct addictions assessments to determine stage of readiness and collaborate with clients to develop personalized treatment plans.
- Assist and advocate for clients accessing detox, community treatment, or residential treatment programs.
- Provide brief services, after-care, follow-up, and referrals to internal and external supports, including withdrawal management and treatment centers.
- Work closely with the Gwekwaadziwin program to support individuals detoxing from substances or transitioning to opiate replacement therapy.
- Provide harm-reduction education and supplies, promoting safer use and safe disposal practices.
- Ensure all community members across NFN have equitable access to harm-reduction services.



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- Offer information and education sessions to increase awareness of substance use, mental health, and harm-reduction philosophy.
  - Identify current trends related to mental health and substance use within the community and address emerging needs.
  - Work to reduce familial and community stigma surrounding substance use and barriers to accessing care.
  - Liaise with community stakeholders to create programming that aligns with NFN's vision, mission, values, and strength-based approach.
  - Plan and deliver events tied to mental health and addiction awareness days.
  - Participate as an active member of the Adult Wellness team, attending staff meetings, training, and seminars.
  - Complete required administrative tasks, including activity logs, monthly reports, and leave forms, in a timely and accurate manner.
  - Take part in performance appraisals and employee feedback processes.
  - Perform additional duties as assigned by the Giyak Moseng Manager.
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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.



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#### 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 Social Service Worker Diploma, Indigenous Wellness & Addictions Prevention Diploma or an Addictions and Mental Health Worker Diploma
- Must have a minimum of three (3) years' work experience in Mental Health and Addictions
- Must have a Valid Ontario Class G license & access to a reliable personal insured vehicle
- Support client's access to Gwekwadziwins Withdrawal Management resources and requires understanding of the opiate agonist treatment options as well as other addiction related pharmacotherapies.
- Knowledge of community programs (low barrier services, crisis center, justice beds), mental health services, addiction services.
- Knowledge of community development and an ability to develop and maintain strong partnerships internal and external to NFN
- Knowledge of the indigenous social determinants of health as well as skills in case coordination/service navigation across multi-sector programs
- Skills in record keeping, chart management and required reporting
- Ability to work flexible hours
- Excellent interpersonal skills, problem-solving abilities and conflict resolution 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.



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#### Round 1 – Closing December 12, 2025,

*Only open to registered Nipissing First Nation members.*

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

#### Round 2 – Closing December 19, 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 December 26, 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](mailto: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.*