



Employment Opportunity

Peer Support Worker

Department: Social Services
Posting Date: December 5, 2025
Location: Nipissing First Nation, ON
Schedule: Full Time 35 hours per week
Job type: Permanent
Vacancies: Four (4)
Reports To: Supervisor, True Self Wellness Camp
Salary Wage: \$46,719.40 – \$61,625.20

Nipissing First Nation is seeking compassionate, grounded, and culturally rooted individuals to serve as a Peer Support Worker at our Wellness Camp. The ideal candidate is someone who embodies relational care, values community, and is deeply connected to Indigenous culture and wellness teachings. You bring humility, strong listening skills, and a genuine commitment to fostering healing, safety, and inclusion. Above all, they are someone who creates a safe, respectful, and empowering space where participants feel supported, grounded, and ready to grow.

What You'll Do in the Role

- Provide one-on-one and group emotional, social, and cultural support to participants (16+) through listening, presence, and lived experience.
- Support healing through relationships, land, story, ceremony, and community.
- Collaborate within a circle of care (Elders, Knowledge Keepers, facilitators, peers) to ensure holistic, culturally safe support.
- Maintain trauma-informed, culturally respectful documentation and uphold ethical standards (boundaries, consent, confidentiality).
- Assist with sharing circles, cultural activities, and camp logistics as needed.
- Be prepared to respond to emotional distress or crisis situations in a calm, culturally safe manner, and escalate to appropriate supports when needed.
- Assist participants in setting personal wellness goals aligned with cultural teachings and camp objectives.
- Demonstrate healthy coping strategies and cultural practices through active participation.



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- Facilitate sharing circles and informal check-ins in safe, respectful spaces for open-hearted dialogue and deep listening.
 - Open and guide gatherings using cultural safety protocols (smudging, songs, storytelling) while honoring Indigenous protocols.
 - Promote emotional safety, reflection, and community healing throughout camp activities.
 - Reinforce lessons from Elders and facilitators during circles to deepen understanding and application.
 - Prepare for and participate in cultural activities (medicine walks, sacred fires, arts and crafts, ceremonies).
 - Ensure all activities respect diverse Indigenous identities and avoid pan-Indigenous generalizations.
 - Assist with daily camp logistics (setup, meals, material gathering, activity preparation).
 - Participate in staff debriefings to share insights and support team reflection.
 - Document observations, participant needs, and contribute to program evaluation.
 - Balance hands-on support with reflective responsibilities to ensure smooth camp operations.
 - Emphasis on secure handling of sensitive information in all documentation.
 - Provide feedback on program delivery and suggest improvements based on participant experiences.
 - Complete any required training and evaluation.
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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 Diploma in Mental Health & Addictions, IWAP or Social Services Worker.
- Must have lived experience with at least 2 years of sustained wellness
- Must have a valid Class G Driver's License & access to a reliable vehicle
- Must have PeerWorks essential core training or willingness to obtain as part of employment development
- Knowledge of trauma informed care, cultural safety and indigenous practices
- Be able to maintain confidentiality and the ability to maintain healthy boundaries while supporting others
- Experience working in Indigenous communities or land-based programs is an asset.
- Strong knowledge and awareness of indigenous culture, history and Medicine Wheel concepts
- Knowledge of Anishinaabe culture, traditions, histories, with a particular focus on Nipissing First Nation an asset
- Experience working with diverse populations
- Experience in facilitating sharing circles is an asset
- Ability to speak Anishnaabe language(s) considered an asset
- Self-motivated individual with the ability to work with minimal supervision in a team-oriented setting
- Demonstrated experience in maintaining accurate case notes, preparing documentation, and applying strong organizational skill

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 December 19, 2025,

Only open to registered Nipissing First Nation members.

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



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Round 2 – Closing December 26, 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 January 2, 2026,

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.***