



Employment Opportunity

Elders' Lodge Caregiver

Department:	Health
Posting Date:	December 18, 2025
Location:	Garden Village, Nipissing First Nation
Schedule:	Full Time 36 hours per week
Job type:	Permanent Full Time
Vacancies:	Five (5)
Reports To:	Supervisor, Elders' Lodge
Salary Wage:	\$42,642.60 to \$56,256.20

Nipissing First Nation is hiring an Elders' Lodge Caregiver to provide culturally appropriate support that helps Elders maintain independence within their community. This role includes housekeeping, meal preparation, and other light support services for lodge residents, while contributing to community development in alignment with the Vision, Mission, and Values of Nipissing First Nation.

What You'll Do in the Role

- Handle and prepare meals, snacks and beverage using safe food techniques
- Clean and remove waste after meals are concluded
- Complete housekeeping duties as directed by supervisor; these duties include laundry; changing bed linens or making the beds; vacuuming, sweeping, or washing the floors; cleaning the bathrooms; emptying garbage's; cleaning or dusting surfaces; and cleaning and putting away dishes
- Interact with the residents, visitors, and family members in a professional and respectful manner
- Develop supportive relationships with clients while maintaining professional boundaries
- Promote independence, self-care, and encourage residents in decision-making processes
- Adapt the residents' environment to support comfort, safety, and function
- Apply problem solving skills, flexibility and understanding when responding to behaviors presenting as
 - difficult
- Complete documentation in accordance with the policies and practices of the NFN HCC Program
- Complete training, orientation, in-service sessions as scheduled by the NFN HCC Program
- Participate in scheduled meetings
- Maintain any relevant training required for the position



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- Perform all tasks in a manner that promotes health and safety and reduces the risk of hazard or injury to self and others
 - Immediately report incidents to the office and complete incident reports as directed
 - Collaborate with all members of the HCC team
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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

- It is preferred, but not mandatory, that you have a PSW Certificate, Health Care Aide, Home Support Worker, Social Service Worker or Developmental Service Worker Certification.
- 1 year work experience in providing meals and housekeeping an asset
- Must be physically able to carry out assigned duties
- Proof of completion or willingness to obtain upon employment, the following: Food Safe Level 1 Certification, Safe Body Mechanics, Naloxone Training, Privacy Training, Occupational Health and Safety
- Training, Workplace Hazardous Materials Information System (WHMIS), and First Aid and CPR with AED
- A valid Ontario Class "G" Driver's License and access to a reliable personal insured vehicle



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- A recent (within 3 months) Criminal/Police Records Check and Vulnerable Persons Check
- Experience working with Indigenous clients, families, and communities
- Knowledge and understanding of the needs of seniors, persons with disabilities, caregivers, and persons with acute or chronic health conditions
- Analytic skills to assess client's needs, functional level, and ability to perform the Activities of Daily Living (ADL)
- Skills in record keeping, chart management and required reporting
- Ability to work with clients in an empathetic friendly manner and maintain professional boundaries
- Ability to work evenings and weekends
- Willingness to undertake continuing education/training

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 January 2, 2026,

Only open to registered Nipissing First Nation members.

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

Round 2 – Closing January 9, 2026,

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 16, 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?**



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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.***