



## Employment Opportunity

### Crisis Support Worker – OWL

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Department:	Social Services – OWL
Posting Date:	January 9, 2026
Location:	Nipissing First Nation
Schedule:	Full Time 35 Hours per week (weekends and evenings as needed)
Job type:	Permanent
Vacancies:	One (1)
Reports To:	Manager, Ojibway Women's Lodge
Salary Wage:	\$46,719.40 to \$61,625.20

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Nipissing First Nation is seeking a Crisis Support Worker for the Ojibwe Women's Lodge, this position is designated for women and meets the criteria of a bona fide occupational requirement under applicable human rights legislation. The Crisis Support Worker provides frontline, trauma-informed support to women and children accessing emergency shelter services within a community-based First Nation setting. The ideal candidate leads with empathy, patience, and respect, and understands the critical importance of safety, confidentiality, and culturally grounded care.

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

- Protect oneself, fellow employees, and residents from physical harm by adhering to security precautions.
- Follow Occupational Health and Safety procedures and emergency plans.
- Investigate all critical incidents and report Serious Occurrences to the Manager or Frontline Supervisor.
- Plan and facilitate programming.
- Document case notes in the computer-based Data Management System (W.I.S.H.).
- Provide support to clients navigating the court system.
- Prepare assessments, follow-ups, and progress reports.
- Consult with the Manager on significant client and operational concerns.
- Work collaboratively with frontline staff to develop plans and priorities for clients.
- Prepare statistical data and participate in shift/staff exchanges.
- Provide immediate and responsive crisis support.



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- Work with the judicial system, law enforcement, and Child Protection Agencies.
  - Provide court accompaniment and transportation.
  - Offer follow-up support for a period of time.
  - Provide empathetic, non-judgmental, and culturally appropriate support.
  - Conduct risk assessments and individual safety planning.
  - Offer information, guidance, and support.
  - Assisting women – while respecting their right to make choices.
  - Network and collaborate with external groups and partnering agencies.
  - Represent Ojibway Women's Lodge in community groups and coalitions
  - Participate as a member of the Violence Against Women Coordinating Committee.
  - Facilitate programming and Child Witness Groups.
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#### ♥ ♥ Reasons to Join Nipissing First Nation (*unchanged for every posting*)

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 a Diploma in Social Services or Equivalent
- 2 years of working experience
- A clear criminal reference check (CPIC) and Vulnerable Sector Check
- Must be able to maintain confidentiality
- Experience in providing support services to victims of gender-based violence.
- Strong knowledge of judicial and court processes, family law, and social services.
- Understanding gender-based violence, child welfare legislation, and custody support issues.
- Competencies: Empathy, Decision-Making, Communication, Advocacy, and Crisis Intervention.
- Knowledge of shelter standards, regulations, policy, procedures, and funding and statistics would be an asset.
- Knowledge of and experience in First Nation operational procedures
- Knowledge of community resources and services available to assist community members and clients with VAW services and supports Knowledge of Medicine Wheel concepts
- Speaker of the Anishinabe language(s) will be considered an asset
- Self-motivated individual with the ability to work with minimal supervision in a team-oriented setting
- Must possess strong organizational skills and ability to meet deadlines
- Excellent case and file management skills, stress management and time management skills
- Must have the ability to engage people to build trust and rapport; effective verbal and listening communication skills
- Strength based problem solving and takes initiative
- Strong Software skills (knowledge of WISH would be an asset)
- Essential computer competencies (Email, cell phone, Office 365, Teams)
- Ability to work flexible hours, including evenings and/or weekends to support program
- Ability to assist in the rotation of carrying the on-call staff emergency phone at a maximum of 2 week rotations.

#### 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 January 23, 2026,

*Only open to registered Nipissing First Nation members.*

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

#### Round 2 – Closing January 30, 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.)

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.***