



Employment Opportunity

Crisis Support Worker – OWL

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

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.

♥ ♥ 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.

休假 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

⌚ 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.*