



Building a Better Tomorrow for Indigenous Youth

NIMKEE NUPIGAWAGAN HEALING CENTRE CULTURAL PROGRAM DIRECTOR

LOCATION: Muncey, Ontario

Nimkee NupiGawagan Healing Centre is a leading holistically based residential treatment centre in addictions, solvent use and abuse for all youth from Indigenous communities nationally. The seven Grandfather teachings form the cornerstone for our program: Respect, Love, Honesty, Bravery, Humility, Wisdom and Truth. The benefits for participants are empowerment, inner discipline and belief in self.

JOB SUMMARY

The focus of the Nimkee Nupigawagan residential experience for youth participants is physical, mental, emotional and spiritual wellness through individual plans of care. Under the direction of the Executive Director, the Cultural Program Director is responsible for the planning, implementation, management and evaluation of the overall culturally based treatment program and related daily operations of the Healing Centre. The Cultural Program Director, will work collaboratively with the members of the Clinical Treatment Team in providing cultural supervision and guidance, ensuring that services effectively meet the needs of the youth. As part of the Senior Management Team, the Director is responsible for contributing to the success of Nimkee through leadership, input into planning, budgeting and advising on decision making. Participation in Centre activities; committees and quality improvement initiatives, while modelling positive behaviour for youth and staff is also an expectation. Dedication to high standards of practice, adherence to organizational policies, accreditation requirements and statutory obligations is required along with a commitment to maintaining privacy and confidentiality for the youth and the organization.

KEY RESPONSIBILITIES

Design and implement the Cultural Program Plan aligned with the Treatment Centre Philosophy and Strategic Objectives after approval from the Executive Director. Promote effective program planning, communication and cooperation among staff in all areas of the Treatment Centre and provide leadership to the Cultural Coordinator. Train and engage staff of the Treatment Centre to understand the significance of culture in the treatment of addictions. Liaise with external stakeholders, service providers and partners and arrange for Elders, Healers, Assistants.

Cultural Program Leadership

- Plan, implement and evaluate cultural treatment activities in accordance with the Centre's treatment goals, objectives and priorities for youth and family counselling sessions.
- Integrate other therapeutic modalities with cultural knowledge to ensure that the program delivery and material is complimentary to culture knowledge and practice.
- Ensure that the Treatment Centre operations guidelines are followed in daily cultural activities, related to correct treatment procedures, treatment forms, records, daily logbooks, statistics, and client files, reports, and monthly and quarterly reports.
- Provide necessary requisitions for equipment, supplies and materials required to operate the cultural program.
- Plan, conduct and report on meetings and other sessions with the Clinical Team as required for the operation of the cultural program;
- Work with other cultural practitioners in the design and delivery of ceremonies.

Job Posting– Cultural Program Director

- Coordinate the Cultural program activities by developing plans for treatment, assigning staff duties and weekly work schedules; provide required daily supervision and guidance to treatment program staff and the Cultural Coordinator.
- Submit all necessary cultural program reports, client case information and statistics as required by the Executive Director;
- Ensure staff engagement in the support of youth in the cultural program activities.
- Coordinate any cultural resources necessary for the cultural program activities – including Cultural Practitioners, supplies and materials.
- Participate in the preparation of aftercare and outreach treatment plans.

Cultural Counselling

- Provide assistance and support to treatment counsellors in daily operations of the treatment program;
- Encourage and support employee engagement within the Treatment Centre as it relates to policy development, client support, problem-solving strategies and teamwork.
- Conduct regular case conference reviews of client progress, assisting counsellors in dealing with counselling problems and planning problem-solving strategies.
- Participate actively in the cultural counselling program by conducting weekly group therapy sessions, and other activities related to direct counselling with clients.
- Ensure that positive encouragement and support is provided to all clients participating in the cultural program.
- Support and participate in in-service training and attend counselling skill development and supervision courses for continued personal growth.
- Provide client counseling information and treatment reports required for the After-Care Plans.

Community Liaison

- Develop and maintain effective connections between community cultural resources, First Nations health and wellness networks and workers, NNADAP and referral contacts.
- Provide educational information to First Nation and community groups with details related to addictions, substance use and culture, as requested.
- Attend community and professional meetings and conferences related to treatment program activities as necessary.

Administration

- Participate as part of the Senior Management Team. Able to assume direction of the Treatment Centre operations in the absence of the Executive Director when required.
- May assist in the selection and orientation of staff, performance appraisals, staff training needs assessment and in-service training. Assisting in staff disciplinary procedures when necessary.
- Participate in license reviews and accreditation processes.
- Ensure compliance with all federal and provincial legislated standards of practice, accreditation requirements and organizational policies and procedures.
- Participate in education programs for employees and ensure skills and certifications are maintained.
- Promote a sense of community, safety, continuity and consistency throughout the youth's treatment experience.
- Demonstrate a genuine expression of organizational values while fulfilling all duties and functions.

Job Posting– Cultural Program Director

- Demonstrate exceptional interpersonal skills and the ability to handle difficult situations in an objective consistent format, modelling positive behaviour for youth.
- Adhere to Nimkee Policies and Procedures including Health & Safety policies.
- Maintain confidentiality of the youth participants and the organization.
- Provide financial information and reports as required.
- Attend all administrative and program staff meetings as required.
- Write and provide input for the development of required reports and proposals.
- Perform other related duties from time to time as required by the Executive Director.

Qualifications:

Abstainer with at least three years continuous sobriety is a requirement by organizational policy.

Education & Certification

- University degree in Psychology or Social Work, or Addictions
- Prevention and Management of Aggressive Behaviour Certification
- Applied Suicide Intervention Training
- Fire Extinguisher Handling Training
- CPR and First Aid Certification, WHMIS Training
- Safe Food Handling Training

Experience

- Five years of experience working with children and youth, preferably in a residential setting
- Progressive supervisory and management experience with staff and budget
- Ability to train and engage staff
- Two years of program planning, providing in-service training and working with community referral agency liaison systems
- Must demonstrate an understanding of solvent / substance abuse treatment
- Working knowledge of the principles, practices, and methods of service delivery to youth as well as program development, implementation and evaluation
- Experience with individual, group, family, play and art therapy and counselling
- Knowledge and experience with a variety of cultural healing approaches and interventions;
- Able to respectfully deliver traditional Native cultural practices that compliment mainstream healing and therapy;
- Working knowledge of relevant legislation e.g. Mental Health Act, Young Offenders Act, M.S.B. – Non-Insured Health Benefits;
- Must have knowledge and understanding of First Nations culture, values and spirituality and community life on the reserves
- Registered member of a First Nation as per section 16(1) of the Human Rights Act
- Fluency in a First Nations language is an asset
- Exceptional interpersonal skills and ability to handle conflict and other difficult situations in an objective consistent format
- Advanced problem-solving skills and the ability to act with tact and discretion
- Possess above average oral and written communication skills
- Must have skills in data collection, analysis and report writing
- Must be able to work independently and as a team player
- Proficiency in computer software skills including Microsoft Office Suite

Job Posting– Cultural Program Director

Other

- Approved Vulnerable Sector Check
- Must be able to work flexible hours.
- Must have a valid Ontario Driver's License, a clear driving abstract and reliable transportation

All applications are confidential. Only those applicants applying with a detailed resume, cover letter and three written work references will be accepted. While your interest in Nimkee Nupigawagan is appreciated, only those applicants being given further consideration will be contacted. The successful candidate will be required to provide a successful Vulnerable Sector Check.

Interested applicants should apply in confidence by 4 pm, February 12, 2021:

careers@nimkee.org