



CHIPPEWAS OF KETTLE & STONY POINT FIRST NATION

EMPLOYMENT OPPORTUNITY

INDIGENOUS COMMUNITY SUPPORT WORKER – SHORT-TERM – 35 HOURS WEEKLY – 2.5 YRS

PROGRAM AREA: MENTAL HEALTH AND WELLNESS HUB
POSITION TITLE: INDIGENOUS COMMUNITY SUPPORT WORKER
REPORTING PROTOCOL: REPORTS TO THE MENTAL HEALTH AND WELLNESS HUB MANAGER/DESIGNATE

POSITION SUMMARY: The position of Indigenous Community Support Worker for the new Sarnia-Lambton HART Hub is a joint position between the Chippewas of Kettle & Stony Point First Nation (CKSPFN) and the Canadian Mental Health Association (CMHA) Lambton Kent, with the Chippewas of Kettle & Stony Point First Nation taking primary responsibility for administration of the position. The HART Hub is part of the province's plan to help create safer communities through supporting people struggling with addiction and mental health issues. Support offered through the Hart Hub includes primary care, mental health and addictions care, mental health and addictions supportive housing, employment and other social services, and services to meet basic needs. The position of Indigenous Community Support Worker is founded on a strategic partnership between CKSPFN and CMHA; a partnership grounded in mutual goals and a strong commitment to the sharing of knowledge and resources. The Indigenous Community Support Worker acts as a bridge between the HART Hub and Indigenous individuals, families, communities and organizations in Lambton County, providing support, advocacy and resources sustained by local Indigenous beliefs, customs and traditions. **In this role, the Indigenous Community Support Worker is responsible for building trusting relationships with Indigenous people and advocating for their rights and interests through system navigation at the HART Hub and the provision of trauma informed programs and services to support mental health and wellbeing. This includes cultural support that integrates traditional healing practices and a case management approach to care.**

NOTE: This position is located primarily at the HART Hub in Sarnia but requires periodic travel to Kettle & Stony Point First Nation for staff and case management meetings, professional development opportunities, etc.

EDUCATION/PROFESSIONAL REQUIREMENTS:

- Two (2) years of post-secondary education in the social services field, mental health and addictions and/or Indigenous studies, or a combination of equivalent and relevant education
- A minimum of 2 years' experience working in a community organization
- Knowledge of Indigenous and non-Indigenous community supports and services
- Experience engaging and working with Indigenous peoples in a community setting
- A demonstrated knowledge, awareness and sensitivity to Indigenous values, beliefs and traditions, including traditional healing practices
- Valid Ontario Driver's Licence and access to a vehicle are required

SKILLS REQUIRED:

- Ability to provide culturally competent and professional care supporting youth, adults and families
- Ability to provide a wide range of support with a focus on youth, adults and families to improve wellness, achieve stability and increase resiliency
- Knowledge of indigenous values, beliefs and practices

- Knowledge of the effects of colonization and intergenerational trauma, Indigenous health inequalities and the role of the social determinants of Indigenous health in promoting healing, recovery and optimal health and wellbeing
- Ability to communicate verbally and in writing to clients, stakeholders and community partners
- Ability to use critical judgement and problem solve
- Ability to complete charting in a timely manner using an electronic medical records system
- Ability to develop and facilitate workshops and to contribute to cultural competence training
- Ability to engage local communities in collaborative care and program planning
- Ability to effectively provide education and health promotion as required.
- Preference will be given to Indigenous persons, persons with extensive experience working with Indigenous communities and/or lived experience within these communities

PREFERENTIAL HIRING REQUIREMENTS:

- KSPFN encourages all qualified individuals to apply. However, preference will be given to qualified First Nations people in accordance with KSPFN' General Principles of the Human Resource Management Policy, section 16 of the Canadian Human Rights Act, sub-section 24(1)(a) of the Ontario Human Rights Code, and section 7 of the Employment Equity Act. First Nations candidates who wish to qualify for preferential consideration can self-identify themselves in their cover letter.
- Successful applicant must provide a current CPIC and vulnerable sector background check upon hiring.
- Successful applicant must provide a copy of their Diploma and other related certificates.
- Applicants must consent to a full background check upon hiring.

PLEASE SUBMIT YOUR COVER LETTER AND DETAILED RESUME
BY CLOSING DATE – NOVEMBER 5th, 2025, AT 4PM

TO: Chippewas of Kettle & Stony Point First Nation,
 ATTN: **HR – Indigenous Community Support Worker**
Email to: hr.assistant@kettlepoint.org

Mail to: 6247 Indian Lane, Kettle & Stony Point First Nation, ON N0N 1J1
Fax: 519-786-2108

A full Job Description is available: contact the HR assistant at hr.assistant@kettlepoint.org Interviews will be scheduled shortly after the closing date. ONLY THOSE APPLICANTS WHO MEET THE QUALIFICATION STANDARDS AND REQUIREMENTS WILL BE INTERVIEWED. AN UPDATED CPIC AND A REFERENCE CHECK WILL BE REQUIRED FOR THE SUCCESSFUL CANDIDATE PRIOR TO FINAL CONFIRMATION OF EMPLOYMENT