Saugeen First Nation #29

EMPLOYMENT OPPORTUNTIY

Saugeen First Nation is dedicated to providing responsive, community-driven services that support the health, education, economic development, governance, infrastructure, and overall quality of life of our members. We value integrity, respect, collaboration, accountability, and a commitment to continuous learning.

Joining our team means becoming part of a workplace that values Indigenous knowledge, promotes cultural safety and inclusion, and is committed to empowering our community and supporting the next generation of leaders. We welcome individuals who are passionate about making a positive difference and who share our commitment to serving the community with respect, compassion, and excellence.

Position Title: Brighter Futures & Building Healthy Communities Worker
Rate of Pay: $30.35 / hr

Type of Position: Permanent Full-time, 35 hours weekly

Summary of the Position
The Brighter Futures and Building Healthy Communities Worker supports Saugeen First Nation community-based mental health promotion, crisis prevention, intervention, aftercare and family violence prevention initiatives. The position helps strengthen community capacity by providing culturally grounded education, coordinating programming, connecting community members with appropriate services, and supporting caregivers and families affected by mental health concerns, suicide risk, addictions, trauma or violence. Programming is intended to enhance the safety and well-being of individuals and families, with particular attention to women, children, youth and others who may be at risk. The Worker operates within the position's qualifications, authorized scope of practice, SFN policies, program requirements and direction from the Director of Health and Wellness.

Employment Requirements:

Education and Lived Experience

- Social Service Worker Diploma, Human Services Diploma, Indigenous Wellness and Addictions Prevention Diploma, Indigenous Holistic Wellness and Addictions Diploma with 1-year direct experience in culturally grounded program facilitation, frontline case management & crisis support.
    - OR;
- An equivalent combination of education and lives experience with 3 years experience in facilitating community workshops, intake and screening, harm reduction & crisis intervention, youth and family engagement.
- 1-year of direct experience delivering programming, counselling or case-management services to people experiencing mental health or substance-use concerns.
- Membership in good standing with the Ontario Association of Child and Youth Counsellors or the Ontario College of Social Workers and Social Service Workers considered an asset.
- Demonstrated direct work experience to bridge cultural knowledge and frontline community service.

Qualifications

- Respect the dignity, autonomy, lived experience, identity, privacy and choices of each community member.
- The ability to merge Western mental health strategies with traditional indigenous knowledge to provide holistic, well-rounded care to community members.
- A demonstrated dedication to the absolution well-being of the community, showing unconditional positive regard, empathy, and care for individuals experience active additions, mental health crisis, or systemic barriers.

- Client Autonomy and cultural protocols rooted in honouring the unique healing journey of every individual. Including strict adherence to community cultural protocols, professional ethics, confidentiality, and working respectfully alongside others.
- Courage to face difficult or crisis situations calmly, stand up as an advocate of vulnerable community members navigating complex systemic barriers, and challenge stigmas surrounding mental health and addiction.
- Maintain high ethical standards, transparency, and accountability in all administrative tasks, case management documentation, and interpersonal relationships with clients and coworkers.
- Recognizing that the worker is a helper on the client's journey, not the authority. This requires a commitment to ongoing self-reflection, recognizing the limits of one's own knowledge, and valuing community-led solutions over personal biases.
- Dedicated to living and speaking with authenticity, reporting the program outcomes and understanding the historical impacts of intergenerational trauma on First Nations communities.
- Working knowledge of First Nation Cultures, traditions and values, and their influence and impact on mental health and addictions

Conditions of Employment:
Must be willing to obtain prior to employment

- Must provide a satisfactory vulnerable sector check as a condition of employment
- First Nation Mental Health First Aid certificate

Selection Criteria

Saugeen First Nation is committed to providing employment opportunities that support the growth, development, and participation of Indigenous peoples within our community. In accordance with our employment practices and community priorities, preference will be given to qualified candidates in the following order:

1. **Saugeen First Nation Members (Status Members)**
2. **Indigenous, Metis, Inuit**
3. **Non-Indigenous People**

All applicants must meet the required qualifications, skills, experience, and suitability requirements outlined in the job posting. Saugeen First Nation is committed to fair, respectful, and culturally appropriate hiring practices that support the advancement of community members and Indigenous employment opportunities.

Employment Equity Statement

Saugeen First Nation is committed to fostering a respectful, inclusive, and equitable workplace that recognizes and values the diversity of our community, citizens, and employees. We strive to create an environment where all individuals are treated with dignity and respect and have equitable opportunities to participate, contribute, and succeed.

We welcome applications from qualified candidates of all backgrounds, including women, Indigenous peoples, persons with disabilities, members of 2SLGBTQIA+ communities. Saugeen First Nation recognizes that diverse perspectives, experiences, and knowledge strengthen our workplace and enhance the services we provide to our community.

Saugeen First Nation is committed to providing accommodations throughout the recruitment and selection process. Applicants requiring accommodation are encouraged to identify their needs so appropriate arrangements can be made.

To Apply:

Please send your Cover Letter and Resume to:

Tiffany Dedo, HR Manager at tiffany.dedo@saugeen.org
OR drop your Cover Letter and Resume off at the SFN Band Office at:
6 Cameron Dr., Southampton, ON N0H 2L0

Subject Line: Brighter Futures & Building Healthy Communities Worker

Deadline To Apply: Friday October 30th, 2026 at 4:00p.m.