



Chippewas of the Thames First Nation

320 Chippewa Road, Muncey ON N0L 1Y0 Tel: (519) 289-5555 www.COTTFN.com/jobs

Chippewas of the Thames First Nation is accepting applications for the current vacancy:

Cultural Harm Reduction Outreach Worker

REPORTS TO: Cultural Harm Reduction Outreach Supervisor

DEPARTMENT: Health Department

LOCATION: Chippewa Health Centre, Chippewas of the Thames First Nation

TERM: Full-time, 37.5 hours per week, Monday to Friday, 8:30 a.m. – 4:30 p.m. (Evenings and weekends may be required)

POSTING DATE: January 12, 2026

CLOSING DATE: February 2, 2026

Summary:

The Cultural Harm Reduction Outreach Worker provides outreach services and networks with individuals at their homes and in community to increase the use of harm reduction materials, skills and strategies among substance users thereby reducing the associated risk of transmission of HIV, HCV and other blood borne illnesses. The Cultural Harm Reduction Outreach Worker is responsible for incorporating First Nation Cultural components such as the First Nations Mental Wellness Continuum Framework Healing model (emotional, spiritual, physical and mental wellness) into all programming and work with individuals. The Cultural Outreach Harm Reduction Worker will strive to incorporate Ojibwe, Oneida, and Lenape language and culture into all components of service delivery.

Responsibilities:

- Deliver harm-reduction outreach, including distribution of supplies and scheduled pickup services for clients ensuring safe handling and transport of used biohazardous materials.
- Provide client and community education on harm reduction and blood-borne infections such as HIV and HCV; deliver presentations as required.
- Support individuals who use substances and those at risk of substance use, sex work involvement, housing insecurity, and cultural disconnection through health promotion, resource navigation, advocacy, and programming.
- Connect clients with culturally appropriate support, including traditional healers, ceremonies, and medicines, and holistic healing; promote local and regional cultural resources.
- Build and maintain positive relationships with community partner agencies; promote Harm Reduction Services within the Health Department and adjacent departments.
- Respond to service calls, prioritize requests, and schedule outreach deliveries.
- Collect, enter, and analyze outreach statistics to identify trends and inform strategies and prepare activity and program reports.
- Develop and implement outreach work plans, goals, and objectives. Identify and recommend policy and procedure updates.



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- Promote outreach activities through appropriate channels to increase awareness and engagement.
- Maintain required certifications and participate in ongoing professional development and debriefing, including First Aid/CPR, ASIST, SafeTALK, MHFA, cultural safety, and CISM.
- Support program logistics, including transporting and setting up supplies and equipment; perform office duties that involve meetings, statistic spreadsheets, and reporting.

Qualifications:

- Diploma or degree in Addictions, Human Services, Social Work, or a related field; an equivalent combination of education and experience may be considered
- Minimum three (3) years' experience in human services, preferably with a focus on harm reduction and addictions with experience supporting marginalized populations
- Demonstrated experience supporting individuals living with mental illness; familiarity with DSM-5 diagnostic categories, trauma-informed counselling, and relevant therapeutic frameworks (e.g., psychodynamic concepts)
- Proven experience in crisis intervention, de-escalation, and safety planning
- Valid driver's license, proof of insurance, and access to a reliable personal vehicle
- Current Vulnerable Sector Police Record Check (Level III) and ability to maintain a clear record for the duration of employment
- Current Standard First Aid and CPR (Level C)

What Chippewas of the Thames First Nation Has to Offer:

- Comprehensive benefits for permanent employees, supporting your health, dental, and overall well-being.
- Access to a confidential Family Employee Assistance Program (EAP) to support mental, emotional, and family wellness.
- Employer-matched pension plan to help you build long-term financial security.
- Two-week holiday closure over Christmas and New Year's, providing dedicated time to rest and recharge with family and community.

Hiring of Indigenous people will be given preference, please identify in your application.

Interested applicants, please submit a cover letter, resume, & copies of education documents to:

human.resources@cottfn.com

or

320 Chippewa Road, Muncey, ON N0L 1Y0

Please clearly mark: "Cultural Harm Reduction Outreach Worker"



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NOTE: We thank all candidates for applying; however, only those selected for an interview will be contacted. Accommodations are available on request (by email to human.resources@cottfn.com) for candidates taking part in all aspects of the selection process.

As a federally regulated employer, Chippewas of the Thames First Nation is not required to include compensation ranges in job postings. Depending on the nature of the recruitment and the position, we may choose to share salary or pay band information in the posting or during the early stages of the process. Compensation is always discussed with candidates during recruitment to ensure clarity and alignment with their expectations and experience. We do not use AI in the recruitment/selection process, and we do read cover letters.