



Chippewas of the Thames First Nation

320 Chippewas Road Muncey, ON N0L 1Y0

Phone 519-289-5555 Fax: 519-289-

Chippewas of the Thames First Nation is accepting applicants for the position of:

Position Title: Crisis Response Team Supervisor (Contract Role)
Department: Health
Hours of Work: 37.5 hours per week working onsite 8:30am – 4:30pm
Location: 322 Chippewa Road, Muncey ON
Posting Date: Friday October 31, 2026
Closing Date: Friday November 21, 2026

Summary:

Chippewas of the Thames First Nation (COTTFN) is seeking a Crisis Response Team Supervisor to lead a multidisciplinary team delivering culturally safe, trauma-informed prevention, intervention, and post-vention services for COTTFN and partner communities. The Supervisor ensures 24/7 service readiness (including on-call coordination), integrates First Nation cultural components into care, and upholds accreditation standards, COTTFN policies, and financial/reporting requirements. The role collaborates closely with health partners, schools, emergency services, and community programs to support timely, high-quality responses and follow-up.

Responsibilities:

- Lead day-to-day operations of the Crisis Response Team, including schedules and on-call roster to ensure coverage.
- Provide staff supervision, coaching, debriefing, and facilitate regular team and critical-incident debrief meetings.
- Identify training needs (e.g., suicide intervention, safety planning, cultural safety) and maintain a training matrix and compliance records.
- Develop/maintain crisis manuals, protocols, and assessment tools while ensuring policy and procedure compliance.
- Oversee intake, triage, risk assessment, and approve safety plans for individuals, families, and groups and ensure duty-to-report, documentation, confidentiality, and appropriate after-care.
- Monitor case management quality (incident reports, client charts, discharge summaries, follow-ups).
- Maintain an up-to-date Emergency Services Resource Directory and strong linkages across communities/service providers.
- Plan and deliver prevention/education activities and community presentations in collaboration with internal departments (e.g., Community Wellness, CYFWB).
- Prepare program and financial reports (monthly/quarterly/annual) and track KPIs/outcomes to present updates to leadership/committees.
- Manage the program budget, organize receipts/payables, support audits and resource/grant development as needed.



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- Review, develop, and implement policies and procedures and evaluate program effectiveness and recommend improvements.
- Uphold OHS, privacy, and data security standards while ensuring secure record storage and restricted access.

Qualifications:

- Master's or Bachelor's in Social Work (or related field) or equivalent combination of education/experience with preference to candidates with OCSWSSW registration (or eligible) or relevant professional college/association.
- 3–5 years' progressive crisis response/mental health experience (intake, assessment, intervention, after-care)
- 1–3 years' supervisory experience preferred with demonstrated experience working respectfully within First Nations communities and traditional wellness approaches.
- Certifications (or within 6 months): ASIST, Mental Health First Aid, CISM L1/L2 (or equivalent), First Aid/CPR, WHMIS.
- Valid Ontario G driver's licence, clear driver's abstract, reliable vehicle, insurance; CPIC with Vulnerable Sector Check.
- Knowledge of crisis theory and techniques, suicide risk assessment/safety planning, case management, trauma-informed and culturally safe practice
- Exceptional written/oral communication and documentation
- Proficiency with Word, Excel, PowerPoint, Outlook, and EMR/PathDMS
- Ability to lead under pressure, prioritize, make sound decisions, and maintain strict confidentiality.

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

Interested applicants, please submit a cover letter, resume, three work related references, photocopies of education documents to:

human.resources@cottfn.com

OR

320 Chippewa Road, Muncey, ON N0L 1Y0

Please indicate "Crisis Response Team Supervisor" in your application.

We thank all candidates for applying; however only those selected for an interview will be contacted. Accommodations are available on request for candidates taking part in all aspects of the selection process.