



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 Worker (contract)
Department: Health
Hours of Work: 37.5 hours per week working onsite 8:30am – 4:30pm
Location: 322 Chippewa Road, Muncey ON
Posting Date: November 19, 2025
Closing Date: December 3, 2025

Summary:

Under the supervision of the Crisis Team Supervisor the Crisis Response Worker will provide a full range of mental health and crisis services to Chippewa, Aamjiwnaang, Kettle & Stony Point and Munsee-Delaware First Nations. The incumbent initiates a process to identify each community's needs, assesses their capacity and resources and develops criteria for crisis intervention and crisis protocol plan which will effectively address these needs. The Crisis Team Supervisor and Crisis Response Worker will oversee the implementation of the plan which will focus on prevention through early intervention, pre-crisis surveillance and education. The incumbent will manage effective and coordinated responses to crisis in these communities through the provision of culturally appropriate response services and referrals to services for individuals, groups, families and staff.

Responsibilities:

- Provide outreach services across partner communities—Chippewas of the Thames First Nation (COTTFN), Aamjiwnaang, Kettle & Stony Point, and Munsee-Delaware First Nations—ensuring responsive, community-centered support.
- Coordinate care and communication by holding regular touchpoints with the Health Director, Community Health Nurse, and Crisis Team members to align priorities and follow-through.
- Lead interagency protocol development, organizing and formalizing protocol agreements with relevant partner organizations and governing Boards to support coordinated crisis response.
- Design and implement team policies and procedures for the Team, establishing clear standards, workflows, and documentation practices.
- Develop crisis response manuals tailored to each community, outlining roles, activation steps, referral pathways, and service coordination.
- Create and standardize a crisis assessment tool (pilot, refine, and implement) to support consistent triage, documentation, and service planning.
- Ensure policy compliance, working in accordance with the COTTFN Personnel Policy & Procedures Manual and related standards (confidentiality, privacy, safety).
- Oversee day-to-day operations, including scheduling, coverage, service tracking, and issue escalation.



Chippewas of the Thames First Nation

320 Chippewas Road Muncey, ON N0L 1Y0

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

- Assess and address team training needs by identifying skill gaps, coordinating learning opportunities, and tracking completion.
- Facilitate regular team meetings and wellness activities to support effective communication, collaboration, and self-care.
- Lead structured debriefs with Outreach Workers following incidents or deployments to capture learnings and strengthen practice.

Qualifications:

- Master's or Bachelor's degree in Social Work, Social Service Worker diploma, or a related field, or an equivalent combination of education and experience
- Minimum three 3 years experience of progressive community wellness experience including intake, assessment, and crisis intervention
- Training and certifications considered as strong assets:
 - Critical Incident Stress Management CISM Levels I and II or equivalent
 - Applied Suicide Intervention Skills Training ASIST
 - Mental Health First Aid MHFA
 - Current Standard First Aid and CPR Level C
- Valid Ontario driver's licence, clean driver's abstract, and access to a reliable, insured personal vehicle
- Current CPIC with Vulnerable Sector Check completed within six months or ability to obtain

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 Worker" 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.