

EMPLOYMENT OPPORTUNITY



The Confederacy of Mainland Mi'kmaq

Department of Health & Social Services

Community Crisis Team Development Coordinator (15 Month Contract)

About The CMM

The Confederacy of Mainland Mi'kmaq (The CMM) is a Tribal Council representing the eight Mi'kmaq communities of mainland Nova Scotia. Our mission is to proactively promote and assist Mi'kmaq communities' initiatives towards self-determination and enhancement of community. The CMM's **Department of Health & Social Services (DHSS)** is currently looking for a motivated and knowledgeable candidate to fill the role of **Community Crisis Team Development Coordinator (15 Month Contract)**.

Position Overview

Under the direction of the Director of Health and Social Services, and reporting to the Wellness Programs Manager, the Community Crisis Team Development Coordinator will be responsible for leading the establishment, development, and sustainability of Community Crisis Response Teams across Mi'kmaq communities within the Confederacy of Mainland Mi'kmaq (CMM). This role involves collaborating with community leaders, health professionals, and social service providers to create culturally appropriate, community-led crisis intervention teams. The Coordinator will focus on capacity-building, resource development, training, and partnerships to ensure each community is equipped to respond effectively to crises, including mental health emergencies, substance use challenges, family violence, and other critical incidents.

Overview of Responsibilities:

- **Crisis Team Development & Implementation:** Lead the development of culturally appropriate Community Crisis Response Teams in Mi'kmaq communities. Support recruitment, resource identification, and crisis response protocol development. Facilitate partnerships with emergency services and health care providers.
- **Training & Capacity Building:** Design and deliver training in crisis intervention, trauma-informed care, and cultural safety. Provide mentorship and organize workshops to strengthen community crisis response.
- **Program Development & Evaluation:** Assess community needs, develop tailored intervention strategies, and create sustainable crisis response models. Establish evaluation and reporting mechanisms for continuous improvement.
- **Advocacy & Funding:** Identify funding opportunities and assist with grant writing. Advocate for policy changes and resource allocation to support crisis response initiatives. Prepare reports on program impact for stakeholders.

Position Requirements:

- Bachelor's or Master's degree in Social Work, Psychology, Mental Health, Community Development, or a related field. A combination of education and relevant experience may be considered. Experience:
- Minimum of 3-5 years of experience in crisis intervention, mental health services, community development, or a related field.

- Experience working with Indigenous communities and a deep understanding of Mi'kmaq culture, traditions, and social determinants of health is strongly preferred.
- Proven experience in program development, team building, and capacity-building initiatives.
- Strong leadership and facilitation skills with the ability to develop and implement community-based programs.
- Excellent communication and interpersonal skills, with the ability to collaborate effectively with diverse stakeholders.
- Knowledge of trauma-informed care, crisis intervention, and de-escalation strategies.
- Ability to manage multiple projects, work independently, and make informed decisions under pressure.
- Experience in grant writing, proposal development, and securing funding for community Ability to manage multiple projects, work independently, and make informed decisions under pressure.
- Experience in grant writing, proposal development, and securing funding for community programs programs.

Why work with us?

The Confederacy of Mainland Mi'kmaq (The CMM) is well known throughout Canada as a professional organization that is committed to providing a pleasant and healthy working environment for all its employees. As an organization, we understand that a great work/life balance is essential to success. The CMM operates a four-day work week. We also offer flexible daily start and end time. As a full-time employee you can expect:

- An atmosphere that is both professional and family oriented.
- Enrollment in the organization's benefits packages on your first day of employment with no waiting period, which includes Health & Dental, and Employee & Family Assistance Program (EFAP).
- Generous amounts of paid time off (Paid Statutory Holidays plus St. Anne's Day and Aboriginal Day, Summer Shutdown (2 weeks), Christmas Shutdown (roughly 2 weeks), plus 1 week of discretionary vacation time (up to 2 weeks with 10 years of service).
- Social Committee, Staff Days, Staff Knowledge Days, etc.

If you would like to join The CMM Family, please see below on how to apply for this position.

Salary/Employment Term:

Salary Range: \$55,000 - \$70,000 per year. **This is a 15-month contract position.**

Application Deadline: Open Until Filled

Submit Cover Letter AND Resume to:

Human Resources
c/o The Confederacy of Mainland Mi'kmaq
PO Box 1590, Truro, Nova Scotia B2N 5V3
Email: HR@cmmns.com

*We are an equal opportunity employer; however, qualified Aboriginal applicants will be given priority in accordance with the Aboriginal Employment Preference Policy of the Canadian Human Rights Commission. **Only those applicants who provide an up-to-date CV along with a cover letter and qualify for an interview will be contacted.** The successful candidate may be required to submit a current criminal record check. **Applicants must provide proof of Canadian Citizenship or Permanent Residency.***