

# EMPLOYMENT OPPORTUNITY



## The Confederacy of Mainland Mi'kmaq

### Department of Health and Social Services

### Mi'kmaw Support Worker

#### 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 and Social Services (H&SS)* is currently looking for a motivated and knowledgeable candidate to fill the role of **Mi'kmaw Support Worker**. **This is a designated position and restricted to those of Indigenous ancestry.**

#### Position Overview

Under the direction Director of Health and Social Services, and reporting to the Mental Wellness Manager, the Mi'kmaw Support Worker is responsible to support the Confederacy of Mainland Mi'kmaq (the CMM) in the provision of trauma-informed cultural and emotional support and advocacy services to Mi'kmaw community members. The program was developed to provide wholistic supports that acknowledges and attempts to address the intergenerational impact that Indian Residential School (IRS) and Indian Day School (IDS) systems have had on First Nations individuals, families, and communities. The goal of this position is to deliver a range of community-based services to First Nations individuals.

#### Overview of Responsibilities:

- Deliver a range of community-based services for First Nation individuals.
- Work with community to provide trauma-informed emotional and cultural support in one-on-one and group settings
- Collect and identify pertinent information from individuals to help families navigate services and refer families to appropriate programs
- Identify gaps in the health support systems and support clients accessing cultural care
- Work with community members and Health Centre staff on a regular basis
- Provide culturally appropriate workshops in community such as grief and loss, self-care, mental wellness initiatives and culturally significant crafts.
- Continually seek education and training to remain culturally responsible and sensitive to needs of client(s)
- Development and submission of an annual report summarizing all additional operational activities including the development and implementation of a self-care plan, professional development activities and the updated status of the annual work plan
- Any other related duties as required to enhance member community's operational and/or program needs, as requested by the Director or other management

#### Position Requirements:

- Undergraduate degree or diploma in health and social services related field (e.g. social work, nursing, child & youth studies, health & social services, etc.), or combination of relevant education, skills and experience
- Minimum of 2 years' experience working in an advocacy role.
- Deep understanding of Mi'kmaw culture, communities and determinants of health

- Working knowledge of First Nation Communities, First Nation service delivery organizations, and applicable government programming etc.
- Ability to engage with community from a strength-based and trauma-informed perspective and employ culturally safe, professional and confidentiality practices.
- Strong initiative, motivation, conscientiousness, and dedication.
- Excellent written and oral communication and advocacy skills as well as proficiency in Microsoft Office Suite.
- Strong organizational and prioritization skills.
- Must have a valid driver's license, reliable vehicle, and ability to travel frequently (day and overnight trips).
- Must be willing to provide the CMM with a recent criminal record check and pass vulnerable sector check and child abuse registry check.
- Familiarity with the Mi'kmaw language (an asset) or willingness to learn Mi'kmaw greetings.
- Experience working in a fast-paced environment with a trauma informed and culturally safe perspective, maintaining professionalism and confidentiality
- Skilled in facilitation, presentations and various communication methods (e.g. meetings, trainings)
- Strong interpersonal and communication skills, including advocacy, collaboration and active listening
- Ability to share/teach cultural crafts considered an asset

### **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. 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: \$49,071 - \$68,700 per year, based on qualifications and experience. This is a Permanent Position (pending successful one-year probationary contract).

## **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](mailto: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.***