

EMPLOYMENT OPPORTUNITY



The Confederacy of Mainland Mi'kmaq **Department of Health and Social Services** **Two-Spirit Wellness Coordinator**

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 (DHSS) is currently looking for a motivated and knowledgeable candidate to fill the role of **Two-Spirit Wellness Coordinator**.

Position Overview

Under the direction of the Senior Director of Health and Social Services and the Mental Wellness Manager, the Two-Spirit Wellness Coordinator will support The Confederacy of Mainland Mi'kmaq (CMM) by providing culturally grounded, identity affirming support and mentorship to Two-Spirit and LGBTQIA+ community members, including youth and Elders, as well as partner organizations across the eight (8) First Nation communities on the mainland Nova Scotia.

Overview of Responsibilities:

- Conduct ongoing needs assessments to identify gaps in services, barriers to access and emerging priorities for Two-Spirit and gender-diverse individuals. Gather feedback to inform programming, supports and the development of the Transformation Closet.
- Plan, coordinate and facilitate culturally grounded healing circles and workshops that incorporate Mi'kmaw teachings, values and practices.
- Engage Elder's and Knowledge Keepers to support the delivery of traditional teachings and ceremony, where appropriate.
- Advocate for the needs, safety and inclusion of Two-Spirit and gender-diverse individuals within community, organizational and service systems.
- Promote awareness and understanding of Two-Spirit identities and experiences.
- Lead the creation and distribution of an allyship toolkit focused on supporting Two-Spirit and LGBTQIA+ community members. Ensure materials are culturally grounded, accessible and relevant to Mi'kmaw communities.
- Oversee the daily operations of the Transformation Closet, including organization, inventory management and ordering supplies.

Position Requirements:

- Lived experience as a 2Spirit person.
- Knowledge of gender diversity, identity affirmation and trauma-informed care.
- Understand and demonstrate Mi'kmaq cultural practices and traditions.

- Use culture as a foundation of healing.
- Be familiar with Mi'kmaq organizations and communities.
- Strong initiative, motivation, conscientiousness, and dedication. The successful candidate must be able to work unsupervised with a high level of productivity and the ability to seek and take direction.
- Strong time management skills.
- Excellent verbal, written and computer skills.
- Must have a reliable vehicle, valid driver's license, and the ability to travel throughout Mainland Nova Scotia.
- Must be willing to provide the CMM with a recent criminal record check **and** pass vulnerable sector check and child abuse registry check.
- Fluency in the Mi'kmaq language (an asset).
- There is a requirement to work outside of normal working hours due to the requirements of the member communities and clients.
- This position supports programming for Two-Spirit and LGBTQIA+ community members and is designated for individuals who identify as Two-Spirit, in alignment with our commitment to culturally grounded mental wellness services.

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: \$49,071.00 - \$68,700.00 per year based on qualifications and experience. This is a Two-Year Term position (pending successful one-year probationary contract).

Application Deadline: Open Until Position is 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. **Candidates must be legally entitled to work in Canada. Proof of work authorization will be required upon offer of employment.***