



INDEPENDENT FIRST NATIONS ALLIANCE

Job # 169 Mental Health Counsellor

Location: IFNA Sioux Lookout or Thunder Bay Office (in person)

Department: Health Services

Type of Role: Full-Time

Are you passionate about delivering specialized mental health and addiction counseling within the IFNA communities, with a focus on supporting the well-being of children, youth, and families? We're seeking a dedicated individual to join our team as a Health Services Mental Health Counsellor. This role requires collaboration with community programs and partner agencies to ensure effective mental health care and advocacy. The role will report to the Mental Health and Addictions Manager.

Responsibilities:

- Counselling and case management including, conducting intake assessments, providing long-term counselling, facilitating individual, group, and family counselling using trauma-informed and culturally competent methods, and assisting clients in accessing mental health resources and referrals.
- Providing crisis intervention including providing immediate crisis intervention, collaborating with community programs to enhance crisis response plans, and participating in emergency operations as needed.
- Developing and implementing programs including, creating and delivering educational material and community wellness programs, generating media messaging on mental health and addictions, collaborating on policies supporting integrated care, facilitating capacity-building through training and resource mapping, and aiding in proposal development and data collection.
- Maintain accurate client records per legal standards (PHIPA, IFNA EMR Policies).
- Prepare reports for supervisors, interdisciplinary teams, and community designates.
- Stay updated on regional data, research, best practices, and Indigenous-led initiatives in mental health care.
- All other duties as assigned

Position Requirements:

- Diploma or degree in social work, psychology, counseling, or a related field required.
- For Registered Clinical Counsellors/Psychotherapists: Master's degree and current registration with a provincial regulatory body (e.g., College of Registered Psychotherapists of Ontario).
- For Social Service Workers: College diploma and registration in good standing (e.g., Ontario College of Social Workers).
- Regulated providers must have proof of liability insurance.
- For unregulated Mental Health Providers: Certification in specialized counseling (e.g., substance abuse, grief) and 2 years of relevant experience.
- Minimum of 2 years of mental health counseling experience in Indigenous communities.



- Strong interpersonal communication and collaboration skills to engage diverse community members and work with multiple agencies.
- Highly motivated, self-directed, with excellent organizational and time management skills.
- Understanding of Indigenous history, traditions, and trauma-informed care.
- Proficient in maintaining confidentiality and ethical standards (PHIPA compliant).
- Experience in maintaining professional boundaries in dual relationships.
- Proficiency in Ojibwe or Oji-Cree is an asset.
- Cultural Sensitivity Training is an asset
- Active facilitator training in suicide prevention (e.g., ASIST, SafeTALK)
- Ability to travel to IFNA communities via vehicle or small aircraft
- Valid driver's license, clear driving abstract, and access to a vehicle required.
- Criminal record check with vulnerable sector screening is required.
- A good understanding of the culture and the language is a definite asset.
- Familiarity with the independent First Nations Alliance First Nations is also an asset.

Note: Flexibility is key at IFNA. You may occasionally cover tasks outside your role, ensuring comprehensive support for our organization's mission.

Why Join IFNA? If you're ready to contribute to the efficient operation of health services programs and make a meaningful difference, apply now to join our team. We welcome individuals who are committed to supporting the well-being of our communities.

We offer a full benefits package including health, dental, life insurance, short- and long-term disability, pension and vacation starting at 3 weeks.

Salary Range: \$43.95 - \$59.5/ hour

Schedule: Shift work with weekends, overtime and on-call availability.

Submit your resume and cover letter outlining your relevant experience and why you are the ideal candidate for this position to recruitment@ifna.ca identifying **Job #169**. We look forward to welcoming you to our team!

Deadline: Position will be open until filled.

Please note that only candidates under consideration will be contacted.

We value diversity and encourage individuals from Indigenous backgrounds to self-declare, as preference may be given to candidates with such backgrounds in line with our commitment to inclusivity and community representation.