



Chippewas of the Thames First Nation

320 Chippewa Road, Muncey Ontario N0L 1Y0 Tel: (519) 289-5555 Fax: (519) 289-2230

Chippewas of the Thames First Nation is accepting applications for the current vacancy:

Cultural Harm Reduction Outreach Worker

REPORTS TO: Cultural Harm Reduction Outreach Supervisor

DEPARTMENT: Health Department

LOCATION: Chippewa Health Centre, Chippewas of the Thames First Nation

TERM: Full-time, 37.5 hours per week, Monday to Friday, 8:30 a.m. – 4:30 p.m.
(Evenings and weekends may be required)

POSTING DATE: October 1, 2025

CLOSING DATE: October 22, 2025

Summary

The Cultural Harm Reduction Outreach Worker provides outreach services and networks with individuals at their homes and on the street in order to increase the use of harm reduction materials, skills and strategies among injection drug users thereby reducing the associated risk of transmission of HIV, HCV and other blood borne illnesses. The Cultural Harm Reduction Outreach Worker is responsible for incorporating First Nation Cultural components such as the First Nations Mental Wellness Continuum Framework Healing model (emotional, spiritual, physical and mental wellness) into all programming and work with individuals. The Cultural Outreach Worker will incorporate Ojibway Language and Culture into all components of service delivery.

Responsibilities

- Deliver harm-reduction outreach, including distribution of supplies and scheduled pickup services for clients ensuring safe handling and transport of used biohazardous materials.
- Provide client and community education on harm reduction and blood-borne infections such as HIV and HCV; deliver presentations as required.
- Support individuals who use substances and those at risk of drug use, sex trade involvement, or homelessness through health promotion, resource navigation, and advocacy.
- Connect clients with culturally appropriate supports, including traditional healers, ceremonies, and medicines; promote local and regional cultural resources.
- Build and maintain positive relationships with community partner agencies; promote Harm Reduction Services within the Health Department.
- Respond to calls, prioritize requests, and schedule outreach deliveries
- Collect, enter, and analyze outreach statistics to identify trends and inform strategies and prepare activity and program reports.



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- Develop and implement outreach work plans, goals, and objectives and identify and recommend policy and procedure updates.
- Promote outreach activities through appropriate channels to increase awareness and engagement.
- Maintain required certifications and participate in ongoing professional development and debriefing, including First Aid/CPR, ASIST, SafeTALK, MHFA, cultural safety, and CISM.
- Support program logistics, including transporting and setting up supplies and equipment; perform office duties that involve computer work and meetings.

Qualifications

- Diploma or degree in Addictions, Human Services, Social Work, or a related field; an equivalent combination of education and experience may be considered
- Minimum three (3) years' experience in human services, preferably with a focus on harm reduction and addictions with experience supporting marginalized populations
- Demonstrated experience supporting individuals living with mental illness; familiarity with DSM-5 diagnostic categories, trauma-informed counselling, and relevant therapeutic frameworks (e.g., psychodynamic concepts)
- Proven experience in crisis intervention, de-escalation, and safety planning
- Valid driver's license, proof of insurance, and access to a reliable personal vehicle
- Current Vulnerable Sector Police Record Check (Level III) and ability to maintain a clear record for the duration of employment
- Current Standard First Aid and CPR (Level C)

Hiring of Indigenous people will be given preference, please identify in your application.

Interested applicants, please submit a cover letter, resume, and copies of education documents to:

human.resources@cottfn.com

or

320 Chippewa Road, Muncey, ON N0L 1Y0

Please clearly mark: **"Cultural Harm Reduction Outreach Worker"**

NOTE: 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.