

## Job Posting

### Indigenous Cultural Support Worker

### Full-Time

The Canadian Mental Health Association Manitoba and Winnipeg is part of a 100-year-old nation-wide non-profit organization that promotes the mental health of Canadians and supports the resilience and recovery of people experiencing mental illness.

#### The Opportunity

We have a full-time position available for an **Indigenous Cultural Support Worker** to work within CMHA's **Housing and Community Supports** (CHS) program. The CHS team is expanding and developing a comprehensive community housing and wellness support continuum including all three levels of Housing First, including Assertive community Treatment and Rapid Re-housing. Assertive Community Treatment (ACT) is a client-centered, recovery-focused mental health service for people with serious and persistent mental health illnesses.

#### The Position

The Cultural Support Worker recognizes mental health, addiction, and violence issues as outcomes of direct and intergenerational trauma and disruptions in the individual and family's connection to a holistic perspective. They create a culturally safe environment for healing, fostering awareness of Indigenous cultures and practices, facilitating groups, offering one to one support, and linking individuals to programs and culturally appropriate community resources. Observing best practices in privacy, trauma informed approaches, person-centred care and value alignment with CMHA Manitoba and Winnipeg. A full job description is available on request.

**The salary scale for this position falls within Band 4, \$47,440.82 and \$57,813.42, of the Collective Agreement, for 35 hours of work per week.**

#### The Qualifications Required

- High school graduate, preferably with a diploma, certificate, or coursework in social work, education, or psychology
- One year of direct service experience working with a population who has experienced chronic homelessness.
- Experience contributing to developing, implementing, and evaluating healing plans with participants, families, and care teams.
- Understanding of Indigenous cultural practices, protocols, and an extensive understanding of the history and culture of Manitoba's Indigenous peoples.
- Experience in community-based mental health and addictions related community outreach.
- Helping individuals, families, and communities with cultural teachings and traditional healing.
- Have established positive relationships and ability to build a network of Indigenous Elders, Knowledge Holders, and organizations.

- Understanding varied Indigenous perspectives, cultures, traditions, and ways of healing and recovery.
- Knowledge about organizations, programs, and help available for Indigenous youth.
- Proven ability to work well in teams that include both Indigenous and non-Indigenous members.
- Satisfactory criminal record check, vulnerable sector check and abuse registries
- Must have a valid driver's license and access to a vehicle.
- Legally entitled to work in Canada.

### Preferred

- A working knowledge of an Indigenous language is desirable.
- Local knowledge is an asset.
- Demonstrates competence in cultural safety and works effectively with individuals with various cultural backgrounds.
- Proficiency in MS Office

### Total Rewards

CMHA offers an inclusive and respectful culture along with paid leaves for vacation, illness, bereavement, and mental health. A flexible working environment, supporting work life balance, with paid extended health, dental, employee assistance programming and life insurance benefits. A defined benefits pension plan is equally cost shared between CMHA and the employee, long term disability is 100% employee paid, when eligible. There is annual, budgeted support for professional development. Employees enjoy 12 paid general (statutory) holidays per year as well as a paid closure between December 24<sup>th</sup> at noon up to and including January 1<sup>st</sup>.

### The Process

Please submit your resume and a cover letter indicating Competition Number **24-093** to [careers@cmhawpg.mb.ca](mailto:careers@cmhawpg.mb.ca). **Position is open until filled.**

CMHA will respond to requests for reasonable accommodations throughout the selection process. Please connect if you require any accommodations.

***CMHA Manitoba and Winnipeg is committed to our workforce reflecting the diversity of the communities within which we work. As such, we encourage applications from persons with disabilities, members of visible minorities, First Nations, Inuit, and Métis people, people of all sexual orientations and genders, and others who may contribute to the diversity of our staff. Personal experience with mental illness and or addiction, either through self or a loved one, is an asset.***

### VALUES

Work hard to listen | Support one another | Create strong connections | Be curious | Discover better ways | Focus on impact | Serve with passion | Embrace IDEA – Inclusion, Diversity, Equity, Accessibility | Honour lived experience | Believe it's possible