



Mental Health Worker

Community Services - Kenora, Ontario

[Apply for This Job](#)

Department Community Services

Employment Type Full Time

Minimum Experience Mid-level

Compensation \$45,000-\$56,300 DOE

ONWA MANDATE

The Ontario Native Women's Association (ONWA) is a not for profit organization that empowers and supports Indigenous women and their families in the province of Ontario. ONWA encourages the participation of Indigenous women in the development of Federal, Provincial, Municipal/Local government policies that impact their lives and ensure issues affecting Indigenous women and their families are heard at key government tables.

ONWA is committed to providing services that strengthen communities and guarantees the preservation of Indigenous culture, identity, art, language and heritage. Ending violence against Indigenous women and their families and ensuring equal access to justice, education, health, environmental stewardship and economic development, sits at the cornerstone of the organization. ONWA insists on social and cultural well-being for all Indigenous women and their families, so that all women, regardless of tribal heritage may live their best lives.

SCOPE:

The **Mental Health Worker** will provide wholistic services that meet the needs of Indigenous women and their families through a range of services focusing on mental, physical, spiritual and emotional well-being through a cultural, trauma-informed, gender based and family centered approach.

QUALIFICATIONS:

- A Bachelor's degree is preferred but a minimum two-year Social Work Diploma with a combination of 3 years' experience advocating and supporting Indigenous women and/or Indigenous families.
- Experience working with Indigenous populations in mental health and substance use issues.
- Knowledge of Indigenous culture, traditions, ceremony and connecting Community Members to cultural practices that can be used as support.
- Thorough knowledge and experience working in and with a gender based lens/perspective.
- Strong understanding of major behavioral, emotional and mental health problems and disorders of Indigenous women and their families (Including children and youth).
- In-depth understanding of psychological, social and cognitive development.
- Ability to provide evidence based counselling support services.
- Awareness of the recent, historical and intergenerational trauma that Indigenous women and their families may have experienced, including the psychological, neurological, physiological, social and spiritual impact of trauma.
- Understanding of the principles of cultural trauma-informed care and wise practices in providing trauma-informed care.
- Must be dependable, able to follow instructions, respond to management direction and be able to improve performance through management feedback.
- Capacity to solve problems and to see different perspectives.
- Ability to plan, organize and manage time effectively.
- Highly motivated individual with the ability to work with minimal supervision.
- Excellent organizational and communication skills and an ability to follow through on assigned duties independently with strict deadlines.
- Knowledge of Not-For Profit Organizations
- Proficient working knowledge of MS Office Software, internet, and general office equipment.
- Ability to travel.
- Must be willing and able to work a flexible working from home arrangement if required. This may include a combination of virtual remote work in your home and in office arrangements. This will be based on operational needs and will be determined by the ONWA.
- Reliable vehicle, appropriate vehicle insurance coverage, clean drivers abstract and valid Ontario "G" class driver's license.
- Current, valid vulnerable sector criminal records check. Valid 1st Aid/CPR.
- A cellular phone and internet access is required within this position
- Ability to speak an Indigenous Language is considered an asset.

KEY CORE COMPETENCIES REQUIRED:

- **Inter-cultural Competency Informed** – Understands to incorporate a personal responsibility to increase sensitivity, awareness and implementation of ONWA's cultural teachings and organizational practices in both professional conduct and work related deliverables.
- **Indigenous Gender-Based Analysis Informed** – Understands to incorporate an intersectional approach to gender, race and discrimination and subsequent intergenerational impacts affecting Indigenous women and their families.

- **Trauma-Based Practice Informed** – Understands to incorporate a trauma-informed approach to recognize and respond to all forms of trauma and the necessity of supporting Indigenous women in a culture of tradition and safety in her healing journey.
- **She is Wise Leadership Informed** – Understands to incorporate the Four Agreements within daily responsibilities and combined with ONWA's cultural teachings contribute to the empowerment and leadership of Indigenous women within their communities.

RESPONSIBILITIES - SPECIFIC:

1. Coordinate and provide counselling, consultation, clinical assessments, and follow-up for all Community Members in accordance with ONWA's policies and procedures in a holistic approach for the woman and family.
2. Coordinate and provide counselling/case management to Community Members that are experiencing mental health issues; coordinate care with local general practitioners and make recommendations to woman and/or family regarding alternative services and other community services; and assist them in linking with these resources.
3. Provide written reports, assessments and appropriate documentation in Community Member files in keeping with the standards and procedures of ONWA.
4. Coordinate and facilitate access to traditional healing and other cultural programming.
5. Complete all necessary program and quarterly reports accurately and on time.
6. Respond appropriately and in a timely manner to crisis situations involving Community Members, including assessing and addressing risky behavior (self-harm, suicide).
7. Ensure the necessary collaboration and case conferencing with other relevant staff and agencies in the provision of services to Community Members in accordance with the Mental Health Act; ensuring necessary collaboration with community resources and advocacy occurs with or on behalf of Community Members.
8. Provide education workshops to staff and community.
9. Work collaboratively with all team members, community services and supports.
10. Other duties as assigned.

RESPONSIBILITIES - ADMINISTRATIVE:

1. Complete monthly and submit to Manager and/or Director when required.
2. Complete quarterly reports on or before the requested due date.
3. Complete reports to funders as required.
4. Complete and attend supervisions with Manager and/or Director on a regular basis.
5. Other reports or admin as assigned.

RESPONSIBILITIES - PUBLIC RELATIONS:

1. Promote the program within the community.
2. To adhere to professionalism in representing the organization at all times and maintain good communications.

EXPECTED STANDARDS OF PERFORMANCE:

1. Adhere to the Policies and Procedures as set by the ONWA.
 2. Representation on committees as required for the enhancement and benefits of ONWA's programs.
 3. To network and promote ONWA and all ONWA related programs. Maintain good communication.
 4. Maintain professionalism at all times.
1. The completion of functions outlined in the description and the achievement of goals set to a high level.
 2. Attendance and conduct at work according to the requirements of the Association's Personnel Policy.
 3. Adherence to the Code of Ethics, and positive relationship building.

AUTHORITY:

To execute duties and responsibilities outlined in the job description.

ACCOUNTABILITY:

The Mental Health Worker will be directly accountable to the Branch Manager for the proper completion of the functions outlined in the job description.

Indigenous Women are particularly encouraged to apply.

We welcome applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

As Indigenous leaders, ONWA is continuing full operations including hiring, while working from home, as supporting our community members is a priority. ONWA is scheduling all interviews, providing all training, onboarding and orientation for new employees, through the use of virtual tools. We will continue to accommodate remote and home based work arrangements in an effort to keep our ONWA employees healthy and safe

Apply for This Job