



Youth Facilitator-Educator

Nimkee Nupigawagan Healing Centre

Position: Youth Facilitator- Educator

Date: December 2nd 2024

Rate of Pay: \$27/hour

Summary:

The Youth Facilitator- Educator is a vital leader in the healing journey of the youth at Nimkee Nupigawagan Healing Centre (NNHC) and will report to the Services Manager or designate. They are to guide participants through various workshops, teachings and healing circles designed to address trauma, addiction, mental health challenges and overall wellbeing. Grounded in the principles of Indigenous teachings, the Youth Facilitator-Educator integrates traditional knowledge, ceremonies and cultural practices into all aspects of their programming to provide a holistic approach to healing, learning and growing. This will involve providing feedback on progress through traditional assessments, medicine wheel, and other mainstream techniques.

Through meaningful and engaging group sessions, the Youth Facilitator- Educator will foster a safe and inclusive environment where youth can explore their strengths, overcome challenges, and reconnect with their identity. Blending mainstream approaches with Indigenous ways of knowing and being, the Youth Facilitator- Educator will empower participants to reclaim balance in their lives and build resilience for their future. Overall, the Facilitator will lead the development of content, a curriculum, and overall delivery of the program at hours set by the organization.

The Youth Facilitator- Educator will work closely with the Youth Counsellors and will model a healthy lifestyle and positive relationship building. The Youth Facilitator- Educator will organize regular social, educational, recreational, and spiritual instructional lessons with other staff and guests in order to maintain a vibrant program. They are responsible for all aspects of youth programming prioritizing land based, and culturally orientated healing and education. The Youth Facilitator- Educator will be work towards keeping a current registration with the Ontario College of Teachers (OCT) and/or Registered Social Worker and must commit to ongoing professional development.

Responsibilities:

Facilitation:

- Manage and implement Indigenous engagement workshops/sessions that form the basis of program activities and content with a heavy focus of land-based learning and healing. Facilitate workshops with Indigenous Peoples on a wide variety of topics in a culturally appropriate manner.
- Lead other team members on Indigenous engagement workshops.
- Assist in development and adaptation of curriculum, schedule, and program development for an

adult learning environment with clear learning objectives and organized documentation.

- Facilitate workshops in a manner conducive to participant motivation and new innovative methods with a focus on indigenous ways of being, doing, and knowing.
- Record and report for all sessions with supporting documentation in order to brief other staff.
- Responsible for the planning and instruction of workshops, teachings, and healing circles focused on trauma, addiction, mental health, overall wellness, etc.
- Develop, implement, various group games and activities which will be developmentally appropriate for application to educational and leadership development outcomes
- Operate and promote the culturally-based and land-based program
- Develop and implement appropriate activity-based and leadership programs
- Create a learning environment both academically (mentally), emotionally, spiritually and physically thus creating a balanced, healing environment that is dynamic and engaging.
- Infuse Indigenous knowledge and teachings into all programming
- Find ways to creatively integrate land-based and expressive arts healing
- Plan workshops, and sessions in advance and come prepared and organized and communicate to the participants
- Address the need for further one on one work with participants and make time for individual needs and healing of participants with other counsellors and through supervisor.
- Operate with heart and mind and culture and well-being at the heart of all programming, while blending mainstream wise practices.
- Remain flexible and adaptable to change for each cohort and program at Nimkee.
- Foster an environment where participants feel heard and their voice matters.
- Specialize in helping participants overcome alcohol, substance, drug and behavioral addictions.
- Educate participants on coping mechanisms and help in developing individualized recovery plans
- Act as a leader and role model for fellow staff.

Safety and Supervision

- Ensure that cultural safety and harmony are the basis for program delivery.
- Ensure accurate account of all youth and others at all times.
- Help ensure established rules of conduct are maintained consistently so all youth, families, staff, and visitors are treated with respect & dignity.
- Ensure all youth are being supervised at all times.
- Ensure all agreements and treatment plans are being followed.
- Help ensure that all NNHC property is properly maintained and respected.
- Treat belongings and those of participants in a respectful manner.
- Administer medicine in a safe way, including traditional medicines
- Ability to deal with conflict using an indigenous approach
- Follow Nimkee Nupigawagan policies and procedures, Health & Safety, Ethics and Confidentiality policies

Youth Activities

- Engage and build relationships with teens/youth in program appropriately, act as a role model, creating a safe, and welcoming environment for teens/youth
- Planning and delivery of youth & family events and programs, either virtually or in person.
- Lead or assist with coordination of transportation, including driving NNHC Van to transport participants.

- Help with activity set-up and clean up, utilize youth volunteers as appropriate.
- Interact with youth in a respectful manner to provide a warm and welcoming relationship.
- Ensure that established systems and procedures are followed.
- Instill a strength-based and person-centered approach to inspire youth to highest potential.
- Implement consistency and a structured environment during program, exercise, field trips, and free time.
- Complete programs that will be enriching and empowering to all participants in the program.
- Follow the program schedule, being consistent with what is offered as well as offer consequences.
- Maintain a positive relationship with all participants and support any behavioural modification plans- engage in training

Documentation and Reporting

- Complete and submit reports to Services manager, as directed.
- Keep supervisors and fellow staff up to date on programming schedules and topics in advance/
- Ensure data collection, record keeping, and case notes are clear, accurate and timely.
- Enter data as required into Practice software.
- Submit personal timesheets, expenses, leave requests or other administrative requirements to supervisor in a timely fashion.
- Ensure that all outcomes of the youth assessments are clearly reflected and implemented in individual plan of care and case noting prepared in a diligent manner.
- Provide feedback on progress through traditional assessments, medicine wheel, and other mainstream techniques- summative and formative evaluation.
- Ensure youth files and records are up to date, and meet the standards of the Children's Residential License and the Canadian Council on Health Services Accreditation.
- Participate in the preparation of aftercare and outreach treatment plans, as directed.

Other

- Promote a strong sense of community, safety, continuity and consistency throughout the youth's experiences.
- Demonstrate a genuine expression of organizational values while fulfilling all duties and functions.
- Demonstrate exceptional interpersonal skills and the ability to handle difficult situations in an objective consistent format, modelling positive behaviour for youth.
- Participate in professional education program for employees and ensure skills and certifications are maintained.
- Adhere to Nimkee Nupigawagan Policies and Procedures especially Qualifications and Requirements
- Commit to cultural healing and practices and work towards becoming fluent in teachings and applying this to practice.

Qualifications:

Abstainer with at least two years of continuous sobriety is a requirement by organizational policy.

Education & Certification

- Post-Secondary education in education field, social work or equivalent. The candidate must be working towards certification as an OCT (Ontario College of Teachers) and/or Registered Social Worker with extensive facilitation experience.

- Certified as an Addictions Counsellor by an accredited certification body an asset
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Upon Hiring

- Crisis Prevention and Intervention CPI or similar (UMAB)
- Applied Suicide Intervention Training (ASIST)
- Fire Extinguisher Handling Training
- Infection Control Training
- CPR and First Aid Certification, WHMIS Training
- Safe Food Handling Training
- Cultural Training
- Enrolment in B.Ed or B.S.W program OR application for enrolment, registration.

Experience:

- Two years of experience working with children and youth, preferably in a residential or Indigenous program setting delivering workshops or be competent to deliver /facilitate programs.
- Experience in leading participants through group sessions, healing circles and various other activities
- A minimum of 3 years of work experience in mental health, addictions or indigenous health.
- Indigenous person with a lived experience as per section 16(1) of the Human Rights Act, preferred.
- Fluency in a First Nations language is an asset
- Exceptional interpersonal skills and ability to handle conflict and other difficult situations in an objective consistent format
- Must demonstrate an understanding of substance abuse treatment and recovery principles.
- Experience working with Indigenous youth and /or communities.
- Proficiency in computer software skills including Microsoft Office Suite.
- Must have ability to work independently and as part of a team.
- Possess above-average oral and written communication skills.

Knowledge

- Must demonstrate an understanding of substance abuse treatment
- Solid knowledge of the principles, practices, and methods of service delivery to youth as well as program development, implementation and evaluation
- Strong knowledge and awareness of Indigenous culture and history, with particular emphasis on family violence, child welfare, the impacts of trauma, engagement and community outreach;
- Experience with individual, group, family, play and art therapy considered an asset.
- Must have knowledge and understanding of Indigenous culture and community life.
- Must have demonstrated knowledge and awareness of cultural, and traditional teachings.
- Above average problem-solving skills

Other (Including physical and mental requirements):

- Must be able to work flexible hours, shift work is required
- Must have a valid Ontario Driver's License, a clear driving transcript and reliable transportation
- Must be able to lift 20 lbs
- Must be able to stand for at least 3 hours
- Must be able to sit at a computer workstation for long time periods

- Maintain high level of energy
- Be comfortable performing multi-faceted projects in conjunction with day-to-day activities
- Speak clearly and hear
- Be able to endure the weather
- Be comfortable participating in indigenous ceremonies, including sweat lodge, fasting, etc. and be exposed to smudge, smoke, drumming, chanting, and dancing.

Core Competencies for the Youth Facilitator- Educator:

1. Leadership and Role Modeling

- Demonstrates strong leadership by setting an example in promoting cultural values and positive behaviors.
- Inspires and motivates youth and staff to engage in healing processes and personal growth.
- Models healthy lifestyle choices and relationship-building practices.

2. Cultural Competency and Integration

- Deep understanding and respect for Indigenous teachings, traditions, and ceremonies.
- Skilled in infusing Indigenous knowledge and cultural practices into programming.
- Ability to balance traditional Indigenous methods with modern therapeutic approaches.

3. Group Facilitation and Engagement

- Effectively leads group sessions, healing circles, and workshops with a focus on trauma, addiction, and mental health.
- Creates dynamic and engaging programming that meets the developmental, emotional, and spiritual needs of participants.
- Builds trust and rapport to foster an inclusive and safe environment for youth.

4. Program Planning and Implementation

- Develops and implements structured, evidence-based programs and activities.
- Ensures all programs are well-organized, prepared in advance, and aligned with organizational objectives.
- Utilizes creativity to integrate land-based healing and culturally relevant content into daily activities.

5. Communication and Collaboration

- Maintains open, respectful, and professional communication with youth, staff, and stakeholders.
- Works collaboratively with counselors, supervisors, and external agencies to support youth success.
- Communicates program schedules, updates, and outcomes effectively to team members and leadership.

6. Behavioral Management and Safety

- Skilled in managing behavior using positive reinforcement and conflict resolution techniques.
- Ensures the safety and supervision of youth in all activities and environments.
- Responds calmly and effectively to crises, maintaining a secure and supportive atmosphere.

7. Documentation and Reporting

- Accurately documents participant progress, behavior, and engagement.
- Proficient in preparing reports, case notes, and workshop outcomes.
- Ensures all documentation meets the required standards for licensing and accreditation.

8. Interpersonal and Emotional Intelligence

- Demonstrates exceptional interpersonal skills, empathy, and the ability to handle challenging situations with consistency and care.
- Engages youth in meaningful relationships while maintaining professional boundaries.
- Fosters an environment of mutual respect, understanding, and emotional safety.

9. Flexibility and Adaptability

- Remains open to feedback and adjusts programming or approaches as needed.
- Adapts to changing circumstances and participant needs with resilience and creativity.
- Comfortable working non-traditional hours and managing multiple priorities.

10. Professionalism and Continuous Improvement

- Maintains a high standard of professionalism, adhering to policies and ethical guidelines.
- Actively participates in professional development and training opportunities.
- Strives for continuous improvement in service delivery and personal skills.

11. Administrative and Organizational Skills

- Demonstrates strong organizational skills in planning workshops, maintaining schedules, and managing data.
- Ensures timely submission of reports, case notes, and administrative requirements.
- Proficient in using technology and software for program tracking and communication.

Standardized Responsibilities for all Employees (Based on the Seven Grandfather Teachings):

Bravery/ Courage – Bear

- Continuously seeks opportunities by taking initiative and championing new ideas that benefit nieces or nephews.
- Consistently persists in the face of obstacles, takes action to reach high personal goals and standards.
- Monitors the progress of work to meet deadlines even under stress and pressure through planning and prioritizing.
Initiates creative planning and advocates for change

Respect – Deer

- Builds relationships with organization “nieces and nephews” (our young people), focusing on their needs, responding quickly and understanding roles and responsibilities of a nurturing surrogate family
- Acknowledges and advocates other teachings and/or spiritual practices and beliefs and incorporates them into programming when necessary

Honesty – Loon

- Demonstrates effective communication by sharing information, asking questions and actively listening
- Performs with good intentions, takes responsibility and follows through on commitments.
- Role models positive practices and ethics with an ability to represent the organization in a positive manner

Love – Eagle

- Shows an understanding of love in the form of appropriate and effective self-care strategies
- Recognizes the gifts that all people bring and allows people to share those gifts, even if different from our own understanding.

Wisdom – Crane

- Demonstrates a good understanding of the child and family services system in Canada, particularly in the context of Indigenous communities and the impacts of inter-generational and historical trauma.
- Knowledge, awareness and respect of Indigenous cultures, languages, traditions, and practices.

Humility – Wolf

- Creates or supports an environment of collaboration while still contributing and sharing credit freely with the team.
- Is able to adapt to changing circumstances or conditions with flexibility and compassion
- Able to reflect or seek guidance to ensure that support given is representative of the organization’s mission and values
- Seeks direction and guidance from team leads, managers or direct supervisor when considering bringing outside Elders or Spiritual Caregivers into programs and/or ceremonial events

Truth – Turtle

- Gathers relevant information, recognizing patterns and themes in the data, generates and considers multiple alternatives and makes decisions in a timely manner.
- Analytical and critical thinker; particularly in regard to engaging and planning with Cultural Plans of Care

- Role models the practice and belief of connection and inter-connection; we are all related

Name (Printed)

Date

Signature