



Nimke Nupigawagan Healing Centre

JOB POSTING

Mental Health Clinician

(Complex Needs & Clinical Supports)

BACKGROUND

Nimke Nupigawagan Healing Centre (NNHC) is an Indigenous-led, accredited residential treatment centre dedicated to supporting Indigenous young people on their healing journey. Located in Muncey, Ontario, Nimke provides culturally grounded, trauma-informed treatment for youth experiencing substance use, mental health, behavioural, and emotional challenges.

Our multidisciplinary team integrates clinical care with Indigenous knowledge, culture, land-based learning, education, recreation, and engagement to support the physical, emotional, mental, and spiritual well-being of each young person. Healing is grounded in relationship, recognizing the importance of identity, culture, community, and connection to the land.

At NNHC, we believe every young person has unique strengths, gifts, and the capacity to heal. We work collaboratively with families, communities, Elders, and partners to create safe, supportive environments where youth can build resilience, develop life skills, strengthen personal and cultural identity, and move toward healthy, hopeful futures.

POSITION OVERVIEW

The Mental Health Clinician for Complex Needs & Clinical Supports plays a key role in supporting the therapeutic care of Indigenous young people with complex mental health, behavioural, developmental, co-morbid or concurrent needs at NNHC. Working collaboratively within a multidisciplinary team, the Clinician provides assessment, consultation, intervention, education, and behavioural support to promote healing, emotional regulation, safety, de-escalation and successful treatment outcomes.

This position recognizes that healing occurs through relationships. Clinical expertise is integrated with Indigenous ways of knowing, trauma-informed practice, cultural safety, and strengths-based approaches. The Mental Health Clinician works alongside youth, staff, Elders, Traditional Counsellors, Youth Support Workers, and external professionals to develop practical, individualized strategies that support youth experiencing significant mental health, behavioural, emotional, developmental, and neurodiverse challenges.

KEY RESPONSIBILITIES

Clinical Assessment & Therapeutic Intervention

- Complete comprehensive mental health, behavioural, psychosocial, and risk assessments for youth experiencing complex mental health, developmental, behavioural, and substance use concerns.
- Assist in identifying mental health disorders, neurodevelopmental conditions, developmental disabilities, trauma-related disorders, and comorbid or concurrent disorders.
- Develop, implement, monitor, and evaluate individualized treatment plans, safety plans, crisis response plans, and behaviour support plans.
- Provide evidence-informed therapeutic interventions that promote emotional regulation, resilience, coping skills, and healthy decision-making.
- Support youth experiencing emotional dysregulation, trauma responses, self-harm, suicidal ideation, aggression, anxiety, depression, psychosis, attachment concerns, substance use, and other complex clinical presentations.
- Participate in crisis intervention, therapeutic debriefing, and post-crisis planning to support youth and staff.

Behaviour Consultation & Positive Behaviour Supports

- Develop proactive, strengths-based behaviour support strategies that emphasize prevention, relationship-building, skill development, emotional regulation, and successful participation in treatment.
- Conduct functional behaviour assessments and identify biological, psychological, developmental, environmental, cultural, and trauma-related factors contributing to challenging behaviours.
- Recommend therapeutic interventions and environmental modifications that promote safety, engagement, and positive behavioural outcomes.
- Monitor intervention effectiveness and revise behaviour support strategies as youth needs evolve.
- Provide consultation during behavioural crises and support staff in implementing trauma-informed de-escalation techniques.

Clinical Consultation & Interdisciplinary Collaboration

- Serve as a clinical resource to Youth Support Workers, counsellors, educators, leadership, and multidisciplinary team members.
- Participate in case conferences, treatment planning, clinical reviews, and discharge planning.
- Provide clinical recommendations that support individualized treatment and continuity of care.
- Liaise with psychiatrists, psychologists, physicians, hospitals, schools, community mental health agencies, child welfare professionals, and other service providers.
- Support successful transitions to community-based services following discharge.

Staff Education & Capacity Building

- Provide clinical consultation, coaching, mentoring, and education to staff supporting youth with complex mental health and behavioural needs.
- Deliver education and professional development related to:
 - Trauma-informed care
 - Attachment
 - Emotional regulation
 - Neurodevelopment
 - Autism Spectrum Disorder (ASD)
 - ADHD
 - Fetal Alcohol Spectrum Disorder (FASD)
 - Concurrent disorders
 - Suicide prevention
 - Crisis intervention
 - Self-harm
 - Behaviour support
 - Mental health disorders
 - Therapeutic communication
 - Trauma-informed de-escalation
- Contribute to the ongoing development of therapeutic programming and evidence-informed clinical practices across the organization.

Indigenous Healing & Holistic Wellness

- Integrate Indigenous ways of knowing, being, and doing into clinical practice while recognizing culture, identity, family, language, ceremony, community, and the land as protective factors that support healing.
- Collaborate respectfully with Elders, Knowledge Keepers, Traditional Counsellors, families, and First Nations communities to develop holistic approaches to care.
- Promote culturally safe, trauma-informed, strengths-based, and relationship-centred practices that support the physical, emotional, mental, and spiritual well-being of youth.
- Support youth in strengthening cultural identity, resilience, belonging, and meaningful connections with family, community, and culture.

Documentation, Quality Improvement & Professional Practice

- Maintain accurate, timely, and confidential clinical documentation, assessments, progress notes, consultation records, and reports.
- Contribute to continuous quality improvement, program evaluation, case reviews, and clinical best practices.
- Support compliance with the Child, Youth and Family Services Act, MCCSS standards, accreditation requirements, professional regulatory standards, privacy legislation, and organizational policies.

- Maintain professional competence through reflective practice, continuing education, and adherence to ethical standards.

WHAT YOU BRING TO THIS ROLE – CORE COMPETENCIES

The successful candidate will demonstrate the following competencies:

Clinical Excellence

- Advanced knowledge of child and adolescent mental health, trauma, attachment, emotional regulation, suicide risk assessment, self-harm intervention, crisis response, developmental disabilities, Autism Spectrum Disorder, ADHD, FASD, concurrent disorders, and complex behavioural presentations.
- Strong clinical assessment, diagnostic formulation, treatment planning, and therapeutic intervention skills.
- Ability to effectively stabilize behavioural crises while maintaining therapeutic relationships and promoting safety.

Behavioural Consultation

- Ability to assess complex behavioural presentations and identify underlying biological, developmental, psychological, trauma-related, social, and environmental contributors.
- Expertise in developing proactive behaviour support strategies that improve youth functioning and reduce behavioural escalation.

Indigenous-Led Practice

- Commitment to Indigenous self-determination and Indigenous-led models of care.
- Can respectfully bridge Indigenous and Western ways of knowing.
- Has a commitment to cultural safety, relational accountability, reconciliation, and anti-oppressive practice.
- Has an understanding of Indigenous governance models, Indigenous self-determination, and community-led service delivery.
- Ability to integrate Indigenous knowledge systems alongside evidence-informed clinical practice.
- Recognition that healing is relational and occurs through connection with self, family, culture, community, ceremony, and the land.

Cultural Safety & Humility

- Demonstrates cultural humility, openness to learning, and respect for Indigenous histories, cultures, protocols, and worldviews.
- Understands the impacts of colonization, residential schools, intergenerational trauma, systemic racism, and social inequities on Indigenous health and wellness.
- Creates culturally safe, inclusive, and respectful environments for youth, families, and communities.

Holistic Healing

- Supports holistic wellness by integrating physical, emotional, mental, and spiritual approaches to care.
- Recognizes culture, language, identity, traditional teachings, and land-based healing as protective factors that promote resilience and recovery.

Relational Accountability

- Builds authentic, respectful, and trusting relationships through collaboration, reciprocity, and mutual respect.
- Works collaboratively with Elders, Knowledge Keepers, Traditional Counsellors, First Nations communities, families, and multidisciplinary partners to support youth healing and successful transitions.

Professional Practice

- Demonstrates sound professional judgment, ethical decision-making, accountability, adaptability, and strong clinical reasoning.
- Excellent organizational, time management, documentation, and problem-solving skills.
- Commitment to continuous learning, reflective practice, and professional excellence.

CLINICAL KNOWLEDGE

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| • Child and adolescent mental health | • Learning disabilities |
| • Trauma and complex trauma | • Substance use disorders |
| • Attachment | • Concurrent disorders |
| • Emotional regulation | • Crisis intervention |
| • Suicide risk assessment | • Behaviour support |
| • Self-harm intervention | • Functional Behaviour Assessment |
| • Anxiety disorders | • Positive Behaviour Supports |
| • Mood disorders | • Motivational Interviewing |
| • Psychotic disorders | • Cognitive Behaviour Therapy |
| • Personality development | • Behaviour Therapy principles |
| • Autism Spectrum Disorder | • Solution-Focused Therapy |
| • ADHD | • Indigenous approaches to healing |
| • FASD | • Cultural safety |
| • Intellectual disabilities | • Anti-oppressive practice |

QUALIFICATIONS

- Master's degree in Psychology, Counselling Psychology, Occupational Therapy, Nursing, or another regulated mental health profession.
- Registration (or eligibility for registration) with the appropriate regulatory college in Ontario.
- Minimum five years' experience working with children and adolescents experiencing complex mental health and behavioural challenges.
- Experience working in residential treatment, children's mental health, youth justice, hospital, Indigenous organizations, or community mental health settings is preferred.
- Experience supporting Indigenous children, youth, families, and communities is considered a strong asset.

WORKING CONDITIONS

- Residential treatment environment.
- May participate in crisis response.
- Blend of office-based work with individual and group work, meeting and training
- Evening, overnight or weekend work may be required.
- Local travel may be required.
- Attending meetings and other organizational commitments as directed.
- Direct interaction with youth experiencing significant emotional and behavioural dysregulation.

MANDATORY TRAINING

- ☐ Accessibility for Ontarians with Disabilities Act (AODA) Training
- ☐ Cultural Competency
- ☐ CPR First Aid
- ☐ ASIST Training/Life is Sacred
- ☐ CPI (Nonviolent Crisis Intervention)
- ☐ Fire Safety Training
- ☐ Fire Extinguisher Training
- ☐ Knowledge Test - Physical Restraints & Non-Use of Mechanical Restraints
- ☐ CCPC Global Accreditation Certification (Support Workers)
- ☐ Infection Prevention Training
- ☐ Hygiene Training
- ☐ Safe Food Handling
- ☐ Serious Occurrence Training
- ☐ WHMIS
- ☐ Workplace Violence Prevention
- ☐ Children's Residential Licensing Orientation Video
- ☐ Prohibited Methods of Discipline and Intervention
- ☐ Diversity Training (2SLGBTQIA+)
- ☐ Pharmacology Training

CLOSING STATEMENT

The Mental Health Clinician plays a key role in supporting Indigenous young people experiencing complex mental health, behavioural, developmental, and concurrent challenges. Working as part of a multidisciplinary team, the clinician provides clinical assessment, therapeutic intervention, behavioural consultation, crisis support, and staff education. This position integrates evidence-informed practice with Indigenous ways of knowing, trauma-informed care, and holistic approaches to healing, while fostering culturally safe, relationship-centred care that supports the physical, emotional, mental, and spiritual well-being of youth.

ACCESSIBILITY STATEMENT

Nimkee Nupigawagan Healing Centre is committed to creating an inclusive, accessible, and respectful workplace. Accommodations are available in accordance with the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code throughout employment and the recruitment process.

Preference may be given to qualified Indigenous applicants in accordance with applicable human rights legislation and organizational hiring policies.

HOW TO APPLY

Interested applicants are invited to submit their resume, cover letter and any other additional information they would like to share to the HR Manager via email at hr@nimkee.org