



NIGHTS & OVERNIGHTS YOUTH SUPPORT WORKER

Nimkee Nupigawagan Healing Centre

Job Description

Overview

Working from a holistic, trauma-informed, and relationally accountable approach, NNHC provides residents with a culturally grounded healing program rooted in Indigenous teachings, relational accountability, and community governance. Our staff support young people in healing, hope, identity and responsibility.

The Youth Support Worker plays an integral role in engaging youth on their healing journey. Under the supervision of the Services Manager, this position provides direct care, crisis response, behavioural support, life skills development, and culturally grounded mentorship in a residential treatment setting.

This position offers \$25 - \$27 per hour for up to 36 hours per week. Shift work (days, evenings, weekends, overnight) is required.

Responsibilities

Clinical & Documentation Duties

- Prepare detailed reports, case notes, and client histories
- Complete mandatory reporting under the Child, Youth and Family Services Act (CYFSA)
- Complete documentation within SOR-RL (Ontario system)
- Maintain accurate and timely medication administration records (MAR)
- Monitor and document health, behavioural, and safety concerns

Direct Youth Support

- Provide culturally grounded, trauma-informed support
- Implement individualized behaviour management programs
- Conduct suicide risk response and crisis intervention
- Participate in suicide postvention efforts when required
- Assist youth in developing life skills, identity, and self-regulation
- Facilitate/Assist workshops, land-based activities, crafts, and programming
- Assess skill strengths and developmental needs
- Support youth with special needs

Supervision & Safety

- Supervise youth in treatment and on recreational outings (1:5 ratio typical)
- Safely transport youth to medical, cultural, legal, and social appointments as needed
- Conduct overnight bed checks and respond to nighttime crises
- Follow infection prevention and medication safety protocols
- De-escalate conflict situations in culturally safe and responsive ways
- Maintain professional boundaries within small therapeutic community

Cultural & Relational Accountability

- Support youth participation in Indigenous ceremony and cultural practices when appropriate
- Respect Elders, Knowledge Keepers, and cultural protocols
- Operate within Indigenous governance structures
- Practice relational accountability in all interactions

Team Collaboration

- Work collaboratively with clinical staff, cultural teams, and external service providers
- Participate in case planning and evaluation of treatment effectiveness
- Engage in reflective supervision and team debriefs

Qualifications

- Child and Youth Worker diploma, Behavioural Sciences diploma, Social Work degree, or equivalent
- PSW with minimum 10 years relevant experience may be considered
- Minimum 5 years experience working with Indigenous youth
- Indigenous candidates with lived experience strongly preferred
- Strong understanding of trauma, intergenerational trauma, and youth vulnerability dynamics
- Demonstrated ability to maintain emotional regulation in crisis environments
- Strong relational and communication skills
- Ability to adapt to dynamic youth needs and program demands
- Computer proficiency and demonstrated strong documentation skills

Required Credentials (upon hire)

- Vulnerable Sector Check
- Applied Suicide Intervention Skills Training (ASIST)
- Emergency First Aid & CPR
- Nonviolent Crisis Intervention (NVC)
- Physical Assessment Training
- Valid Driver's License & Driver's Abstract

Working Conditions

- Work with youth experiencing trauma, substance use, grief, and complex behavioural needs
- Exposure to high-stress crisis environments
- Participation in Indigenous ceremony, including exposure to smudge, sacred medicines, and ceremonial practices
- Participation in multi-day crisis response efforts when required
- Shift work including days, evenings, weekends, and overnight

Core Competencies

Cultural Integrity & Relational Accountability

Ability to work within Indigenous governance structures, respect Elders and cultural protocols, and support youth in identity development grounded in community teachings.

Trauma-Informed Crisis Response

Capacity to remain calm and grounded in high-stress situations, including suicide risk response, behavioural escalation, and conflict resolution.

Professional Boundaries in Small Communities

Ability to maintain confidentiality and ethical practice within interconnected kinship networks.

Emotional Resilience & Self-Awareness

Demonstrated emotional regulation, reflective practice, and fitness for duty in crisis environments.

Self-Care & Wellness Responsibility

Demonstrated commitment to personal wellness in a high-intensity residential treatment environment. Understands the impact of secondary trauma and actively engages in healthy self-care practices to maintain professional effectiveness and safety. Utilizes supervision and debrief opportunities appropriately

Reflective Practice & Continuous Learning

Ability to engage in ongoing self-reflection and professional growth to improve practice, strengthen cultural humility, and enhance support for youth. Participates meaningfully in supervision and team debriefs
Reflects on personal biases, triggers, and growth areas. Seeks feedback and integrates learning into daily practice

Youth-Centred Engagement

Strong relational and listening skills with the ability to build trust and foster safe, supportive environments.

Collaboration & Teamwork

Ability to work both independently and collaboratively within a multidisciplinary healing team.

Additional Details

- Staff-to-youth ratio (typically 1:5)
- Level of clinical supervision (on site Manager)
- On-call supervisor support (available after 4:30 pm)
- Emergency protocols in place
- Police involvement procedures in place
- Child welfare reporting responsibilities training on Duty to Report

Submit Applications

To: Caitlyn Clarkson - Human Resources Manager
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