



KWAKIUTL BAND JOB DESCRIPTION

Job Title: Recovery and Wellness Worker	Reports To: Health Director
Program/Department: Health Dept	Work Location: Kwakiutl Health Centre
Date Updated: March 2025	Job Status: 35-40 hrs per week

JOB SUMMARY

The *Recovery and Wellness Worker* (RWW) supports community members struggling with wellness by providing one-on-one support, advocacy, education, and referrals for community members around substance misuse and wellness. The RWW supports community members who are seeking detox, treatment, trauma-healing programming, counselling, cultural supports, land-based healing and other wellness supports. The RWW establishes good working relationships with wrap-around services including local counsellors, social workers, and detox/treatment providers/supports such as FNHA and Island Health.

The RWW also works to organize group programming and activities for community members. While building community relationships, the RWW promotes a culturally safe, healthy and supportive environment that instills a sense of dignity and respect for community members. The RWW will provide advocacy, education, referrals and programs and activities to individuals, groups and families, and will demonstrate professional maturity to maintain the highest level of ethical health care for community members.

The RWW must demonstrate clear professional boundaries and appropriate accountability measures, file-management with charts/records, and time management. They must role model and demonstrate healthy lifestyle behaviours as well.

DUTIES / RESPONSIBILITIES

- Develops and delivers mental health and recovery programs and activities based on community-visioned goals of the Kwakiutl Health Plan
- Provides one-on-one support for community members struggling with a range of wellness concerns, including substance misuse and trauma
- Provides Kwakiutl culturally appropriate programs/services
- Develops sobriety programming and peer support groups in community
- Refers clients to psychiatric and treatment services and other social service providers
- Encourages the coordination of existing health and social services within the region to help establish continuity of care for the Kwakiutl membership and families experiencing mental illness or substance misuse issues
- Understanding and experience with harm-reduction principles and practices



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- Provides liaison services between Health Centre and KBC programs and external health and social services agencies, and encourages networking between agencies and programs
- Writes and completes reporting of grants for programs to support wellness, recovery, and harm-reduction efforts
- Employs a teamwork approach in working with the community to address mental health and substance misuse issues in a culturally safe manner
- Supervises or co-supervises Ha'miksil'as sa Anise (Auntie's Kitchen) Harm-Reduction team
- Maintains confidentiality in all dealings with clients
- Organizes activities to encourage awareness of substance misuse and their effects to all age groups
- Provides Kwakiutl culturally appropriate social and recreation programs as healthy alternatives to substance misuse and to improve overall mental health
- Provides follow-up support and other aftercare services as needed
- Plans and delivers education about the root causes of substance misuse and harm-reduction to community
- Submits written monthly activity reports to the Health Director and other reports as required
- Performs other duties as required to assist in implementation of the health work plan or to provide backfill coverage when directed
- Adheres to all Kwakiutl Band Council policies, Personnel Policy, procedures and protocols

REQUIREMENTS

- Bachelor's Degree in social work, psychology or other health-related discipline from an approved post-secondary institution
- Recognized post basic education and a solid understanding of related to mental illness and addictions
- Two (2) years recent, related experience
- Knowledge of applicable legislation, such as the *Mental Health Act* and *Guardianship Act*
- Knowledge of available programs, their interrelationships, and their functions in delivering care in the community to persons with mental illnesses, addictions and/or concurrent disorders
- Working knowledge of chemical dependency, understanding of social vs. medical withdrawal supports
- Understanding of colonization's role in substance misuse



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- Knowledge of and experience with crisis response and suicide assessment/prevention/intervention/postvention or an equivalent combination of education, training and experience
- Cultural competence, cultural safety, cultural humility and experience working with First Nations are essential
- Must have a valid BC Driver's License
- Must submit a vulnerable criminal record check
- Excellent verbal and written communication skills
- Deal with others effectively
- Demonstrate sound organizational, problem-solving skills
- Demonstrate clinical coaching/teaching skills and experience
- Demonstrate sound judgment, good observation and client assessment skills, tact and empathy
- Work independently, demonstrating initiative, with limited supervision
- Work cooperatively as part of a multi-disciplinary team
- Promote positive change and independence
- Prioritize, organize client demands and care needs
- Foster good public relations and act diplomatically on behalf of the Health Centre
- Operate related equipment, including a thorough knowledge of Microsoft Office (i.e. Outlook, Word, PowerPoint, Excel)
- Keep highly organized, up-to-date, and relevant electronic records and client files
- Maintain a commitment to continued professional development

WORKING CONDITIONS

It is paramount that all positions within the health team strive to communicate and serve the Kwakiutl people in a manner that respects, enhances and promotes the cultural identity and well-being of both the individual and the health care providers. This position will strive for cultural safety by:

- Gaining cultural awareness and cultural sensitivity
- Understanding and complying with any Kwakiutl policies or position statements on “cultural safety” (and ensuring it is reflected in individual training / professional development plans)
- Ensuring that plans, policies and activities undertaken promote the holistic health and well-being of the Kwakiutl in a way that incorporates and promotes the cultural aspects of the Kwakiutl people and traditions
- Assisting in the articulation and establishment of cultural influence expectations in the Kwakiutl Health Centre planning and day-to-day operations
- Must successfully and periodically undergo (every year or as needed) an appropriate vulnerable criminal records review and police record check.



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- Proof of certifications are required prior to employment
- Required to work in a variety of different environments
- Must be respected within the community
- Must have demonstrated ability to work well with others
- Must have a demonstrated ability to maintain confidential information
- May be required to periodically work outside of normal working hours, and to function independently
- Smoke and scent free environment
- Harassment and violence free environment

APPLICATION PROCESS

To apply, submit a Cover Letter and Resume to Caitlin Hartnett, Kwakiutl Health Director

at hd@kwakiutl.bc.ca. If you have questions about the position, please contact Caitlin via email or at 250-230-4532.