



## **Esgenoôpetitj First Nation**

### **POSITION: Social Worker-Mental Wellness Team (Mental Health & Addictions)**

**Location:** Esgenoôpetitj Wellness Centre

**Position Type:** Permanent Full-Time

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### **Position Summary**

**Esgenoôpetitj First Nation** is seeking a compassionate, culturally grounded **Social Worker** to join our **Mental Wellness Team**, supporting community members experiencing mental health and substance use challenges. This role advances healing and recovery for children, youth, adults, and Elders by integrating clinical social work with health promotion, prevention, and harm reduction to strengthen overall community wellness.

Working in collaboration with community leadership, Elders, Knowledge Keepers, and partner agencies, the Social Worker will assist individuals and families in navigating mental health, addictions, social, education, and justice systems while promoting empowerment and self-determination. Responsibilities include conducting mental health and addictions assessments, crisis intervention and suicide risk assessment, safety planning, individual and group counselling, case management, advocacy, and coordinated referrals to internal and external services. All services will be delivered in a confidential, culturally safe, and trauma-informed manner grounded in respect for Indigenous knowledge and community values.

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### **Purpose**

Under the direction of the Health Director/Mental Wellness Team Lead, the Social Worker will be responsible for supporting the mental health, addictions recovery, safety, and overall well-being of Esgenoôpetitj community members through direct clinical services, harm reduction initiatives, prevention programming, and health promotion activities.

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## **Key Responsibilities**

### **1. Mental Health & Addictions Support**

- Provide non-judgmental, client-centered counselling to individuals and families impacted by mental health and substance use challenges.
  - Conduct comprehensive mental health and addictions assessments.
  - Develop individualized care plans using trauma-informed, strengths-based, and culturally responsive approaches.
  - Provide crisis intervention, suicide risk assessment, and safety planning.
  - Support relapse prevention planning and recovery goal setting.
  - Facilitate referrals and support access to detox, treatment, residential programs, and aftercare services.
  - Collaborate with multidisciplinary team to ensure continuity of care.
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### **2. Harm Reduction**

- Support harm reduction initiatives grounded in dignity, safety, and respect.
  - Provide education on safer substance use practices, overdose prevention, and risk reduction strategies.
  - Participate in naloxone education and distribution initiatives.
  - Support outreach efforts to individuals who may not access traditional services.
  - Advocate to reduce stigma related to addiction and mental health within the community.
  - Promote culturally safe engagement with individuals at various stages of readiness for change.
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### **3. Health Promotion & Prevention**

- Plan and deliver community education sessions on mental health, substance use, suicide prevention, and wellness.
  - Organize and support Mental Wellness initiatives.
  - Facilitate therapeutic groups, sharing circles, and culturally grounded wellness workshops.
  - Collaborate with Elders and Knowledge Keepers to integrate traditional teachings, land-based healing, and cultural identity strengthening into prevention programming.
  - Develop and implement early intervention strategies for youth and families at risk.
  - Contribute to the development of long-term community mental wellness strategies.
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#### **4. Community Engagement & Collaboration**

- Build trusting and respectful relationships with community members.
  - Participate in home visits as appropriate, independently or with Community Health staff.
  - Attend interdisciplinary case conferences and team meetings.
  - Advocate for clients navigating social, health, education, and justice systems.
  - Participate in community events, gatherings, and ceremonies as appropriate.
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#### **5. Documentation & Professional Practice**

- Maintain accurate, timely, and confidential client documentation.
  - Report incidents or safety concerns immediately and complete required documentation.
  - Adhere to professional ethical standards and confidentiality policies.
  - Attend ongoing training and professional development related to mental health, addictions, harm reduction, and Indigenous wellness practices.
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#### **Qualifications**

- Bachelor of Social Work (BSW) degree.
  - Registered and licensed with the New Brunswick Association of Social Workers (or relevant provincial licensing body).
  - Minimum two (2) years' experience in mental health and/or addictions counselling.
  - Minimum two (2) years' experience working in a community setting.
  - Experience in crisis intervention and suicide risk assessment.
  - Experience delivering brief, solution-focused, and trauma-informed therapy.
  - Knowledge of harm reduction and recovery-oriented practice.
  - Experience working in Indigenous communities preferred.
  - Knowledge of social determinants of health, intergenerational trauma, and impacts of colonization.
  - Demonstrated ability to work as part of a multidisciplinary team and across agencies.
  - Excellent written and verbal communication skills
  - Nonviolent Crisis Intervention training (or willingness to complete within six months)
  - Training in trauma-informed care, harm reduction, or addictions counselling considered a strong asset.
  - Valid Criminal Record Check, Child Abuse Registry, and Vulnerable Sector Check required.
  - Valid driver's license and access to reliable transportation.
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## Key Competencies

- Strong interpersonal and therapeutic communication skills.
  - Cultural humility and deep respect for Indigenous values and worldviews.
  - Ability to maintain professional boundaries and confidentiality.
  - Compassionate, patient, and adaptable in working with vulnerable populations.
  - Skilled in crisis response and de-escalation.
  - Commitment to team-based and community-driven approaches.
  - Proficient with Microsoft Office and electronic documentation systems.
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## Working Conditions

- Work will take place at the Wellness Centre, in community settings, and in clients' homes.
  - Travel within the community is required.
  - Occasional evening or weekend hours may be required to support community events, prevention programming, or crisis response.
  - Must work respectfully with individuals of diverse beliefs and experiences.
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This job description is not intended to be all-inclusive. The Social Worker – Mental Wellness Team may be assigned additional duties within the scope of practice by the Health Director or designate.

Esgenoôpetitj First Nation offers a competitive compensation package including health and dental benefits, competitive salary bands as per collective agreement reflecting experience and qualifications, pension, and paid time off.

Interested candidates can submit their cover letter and resume to **[litarichardson@bellaliant.com](mailto:litarichardson@bellaliant.com)**.

This position will remain open until filled.