



2-SPIRITED PEOPLE OF THE 1st NATIONS

FULL TIME CONTRACT EMPLOYMENT OPPORTUNITY

2-Spirited People of the 1st Nations provides prevention, education and support for Two-spirit, including First Nations, Métis and Inuit living with or at risk for HIV and related co-infections in the Greater Toronto Area. We base our work on Indigenous philosophies of wholistic health and wellness. Our future shows a strong, healthy and independent Two-spirit community in Toronto where HIV infections are rare and Two-spirit people live with pride in their Indigenous heritage.

Manager Indigenous Crisis Response Pilot

Position: Manager
Status: Full-time, Contract
Hours: 35 hours/week
Salary: \$80,000 Benefits included
Date Posted: January 27th, 2022
Closing Date: February 10th, 2022

Position Description:

The Indigenous crisis response pilot aims to reduce harms associated with crisis response. Our team offers a safe, trauma-informed, culturally grounded response to our community members in crisis. Reporting to the pilot Director, the Manager of the pilot provides management, coordination, and support to the Indigenous Crisis Response pilot team. The Manager will assume a hands-on role in the development, implementation and evaluation of a culturally based crisis response program to support Indigenous individuals (and others) experiencing crisis.

Essential Duties and Responsibilities:

- Embody anti-racist, anti-oppressive, equity-seeking practice in all aspects of work, including with participants, community members, committee members, 2-Spirits staff, stakeholders, networks, and others.
- The position requires respect for, and expertise working with people who face barriers to housing, and/or who experience one or many of the following: mental and physical health challenges, substance use, trauma, social isolation, immigration, unemployment /underemployment and history with the criminal justice system.
- The position requires someone who has demonstrated experience and skills being personable, dynamic and creative in their work with clients, co-workers, supervisors, and external stakeholders.
- Manage the day-to-day operations of the pilot program and ensure ongoing improvements to service delivery processes.
- Support staff recruitment, training, orientation, and development.
- Work alongside the City to ensure timelines, budgets, resourcing needs, schedules, meetings, work plans, reports, data collection and monitoring are accurately transferred and delivered.
- Coordinate and lead individual supervision meetings with staff and attend team meetings.
- Work with the City and other stakeholders, to lead and participate in community outreach efforts around promoting the service, mental health awareness, and developing partnerships.
- Support the creation of staff schedules, and further communicate schedule updates/changes to staff.
- Develop and periodically review a standard complaint handling procedure for the service.
- Engage in ongoing communication with the 911 dispatch and - FindHelp 211, the City's chosen central intake partner, to ensure systems are effective and responsive to the community's needs.
- Support the development of referral and follow-up pathways.
- Support, build and liaise with pertinent community, mental health and addiction services and resources and others.
- Provide hands on support to outreach teams.
- Please note: 2-Spirits Indigenous crisis response pilot is a 24/7 program and scheduled shifts may include weekdays, evenings, and nights as well as weekend shifts. Although consistent shifts will be scheduled in advance, with sufficient notice, all Crisis Intervention Workers should be prepared for a schedule change.
- Other duties as required.

Qualifications:

- Must have extensive experience working with Indigenous populations and a broad familiarity with Indigenous cultural and community perspectives across Ontario.
- Must have proven demonstration of understanding the range of issues facing Indigenous people in Ontario.

- A post-secondary degree in a social services field combined with 3+ years related experience in program development, implementation, evaluation, and project management.
- Experience working in harm reduction, crisis response and community/non-profit setting
- Excellent communication and interpersonal skills.
- Experience on an interdisciplinary team and with multicultural environments is an asset.
- The successful candidate may be required to provide an acceptable Vulnerable Sector Screening.
- Proficient with Microsoft Office and Zoom. Experience using Google Docs/forms/sheets an asset.
- Must be fluent in English: fluency in an Indigenous language and/or French language is an asset.
- Valid G Licence and ability to drive/navigate and park in high pressure situations an asset.
- Must be fully vaccinated as defined by Ontario Public Health.

To be considered for this position, you must be passionate about the work we do, and share our organizational values. 2-Spirited People of the 1st Nations honours the lived experiences of Indigenous people and will take lived experience in consideration when determining the level of individual qualification. Please submit your resume and cover letter saved in the following format: **firstname.lastname (ie. John.Smith) to Pilot Human Resources, pilothumanresources@2spirits.org with ATTN: PILOTMANAGER** in the subject line of your email by the closing date.

2-Spirited People of the 1st Nations is an equal opportunity employer, **Indigenous people including Metis and Inuit, Two-Spirit people, Trans Folks and/or a person living with HIV or AIDS are encouraged to apply.** If you are contacted for an interview and require accommodation appropriate arrangements will be made to assist you through this process. We thank all applicants in advance for their interest; however only those selected for an interview will be contacted.

Closing Date: February 10th, 2022

Request for accommodations will be supported throughout the recruitment process. No telephone inquiries, only candidates chosen for an interview will be contacted.