



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 holistic 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.

Crisis Response Specialist Indigenous Crisis Response Team

Position: Crisis Response Worker

Status: Full-time

Hours: 35 hours/week

Salary: \$67,500 plus benefits

Date Posted: June 27, 2025

Closing Date: July 10, 2025

Positions Available: 1

Position Description:

The Indigenous crisis response team 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 Site Supervisors, Crisis Response workers will respond to needs coming through the crisis team to provide meaningful supports, intervention, and programs to people affected by mental illness and addictions. Crisis Response workers will provide intensive short-term support, crisis intervention, and service coordination to both Indigenous and non-Indigenous community members in crisis. Crisis Response Workers act as team leads for the frontline team.

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.
- To provide crisis intervention and utilize de-escalation strategies and interventions.
- The ability to provide suicide risk assessment and interventions following the ASIST model.
- Work with issues related to substance use and concurrent disorders within a harm reduction framework.
- The ability to adapt interventions to ensure equity, access, and accommodation. As well as a demonstrated ability to adapt interventions to a diverse client group ranging in age and experiences.
- Act as liaison between Team, Community, and external stakeholders such as 211, 311, TPS, MCIT, Ambulance, Fire, Security, etc).
- Exemplify excellent decision making, acting as team lead for the frontline team.
- Engage with community members with an understanding of all the factors that impact an individual's mental health and well-being including the social determinants of health, trauma, poverty, homelessness, racism, and oppression.
- Utilize evidence-based methods and best practices to manage individuals in crisis, develop strategies to assist individuals to prevent further crisis.
- Provide immediate support to individuals in crisis through a culturally grounded, trauma-informed, non-aggressive framework.
- Execute the intake, information gathering and post-crisis case note taking processes.
- Maintain confidentiality and ethics standards while supporting individuals on crisis and team members.
- Provide support to client families and friends as appropriate, in creating circles of care and practicing wholistic wrap around supports.
- Please note: 2-Spirits Indigenous crisis response team 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.

- 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.
- At least four years of experience working in community mental health, and/or crisis intervention or experience in a related field.
- Experience working in harm reduction, crisis response and community/non-profit setting.
- Excellent communication and interpersonal skills
- A demonstrated understanding of issues related to involvement in the Mental Health and Justice System.
- An extensive working knowledge of community supports available in the City of Toronto.
- A demonstrated capability to be flexible and to work under pressure.
- 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.
- Must be fluent in English: fluency in an Indigenous language and/or French language is an asset.
- Valid G License and ability to drive/navigate and park in high pressure situations an asset.

To be considered for this position, you must be passionate about the work we do, and share our organizational values. Please submit your resume and cover letter saved in the following format: **firstname.lastname (ie. John.Smith) to Human Resources, hr@2spirits.org with ATTN: CrisisResponse** 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: July 10, 2025.

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