



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.

Case Manager Indigenous Crisis Response Team

Position: Case Manager
Status: Full-time, Contract
Hours: 35 hours/week
Salary: \$60,000 plus Benefits
Date Posted: September 25, 2025
Closing date: October 10, 2025
Positions Available: 1

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 Site Supervisors, the Case Manager provides critical time sensitive community-based case management to individuals experiencing mental health crisis and utilizes wholistic Indigenous, traditional and mental health case management strategies. The Case Manager will provide one-on-one support to community members in crisis on a short and longer-term basis through creating tailored approaches to care and empowering individuals in their own models of care.

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.
- Provide intake, assessment, and case management services, utilizing a community-centred, strength based, Indigenous harm reduction approach to supporting community members.
- Work with individual's post-crisis to draft clear coordinated care plans (CCPs) that advance the community member's immediate needs and mid-term goals. Reassess and adjust those plans periodically throughout the service.
- Maintain suitable community partnerships, working alongside the Community Resource Specialist, creating community mapping tools as available resources for the community members.
- Navigate and reduce barriers within various systemically harmful institutions for individuals in crisis such as (but not limited to) the health care system, judicial system, education system, child-welfare system, shelter and housing systems.
- Support individuals in determining how their circle of care is involved in their care and work with community members and their families/circles to acquire and maintain needed services, resources, and supports.
- Ensure you have up to date information on personal health information sharing, ensuring that individuals will be made aware of their right to privacy, how their personal health information is being kept secure, and how and under what circumstances the agency will collect, use or disclose their personal health information.
- 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.
- Individuals will be made aware of their right to privacy, how their personal health information is being kept secure, and how and under what circumstances the agency will collect, use or disclose their personal health information.
- Upkeep of necessary data collection.
- Some travel is required in the GTA.
- 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 Bachelor of Social Work (or related University/College Level Degree) with a combination of 2+ years of case management experience and crisis intervention.
- Demonstrated experience working in community settings with individuals who experience mental health and substance use challenges.
- Demonstrated knowledge and understanding of the impact the determinants of health have on the individual, the family, the community, and the health care system.
- Familiarity with Case Management Standards and practice is essential.
- The successful candidate may be required to provide an acceptable Vulnerable Sector Screening
- 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.
- 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 Licence 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 at hr@2spirits.org with ATTN: CaseManager** 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 First Nations, 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.

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