



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.

Ninoshe/Zhishe Indigenous Crisis Response Team

Position: Ninoshe/Zhishe

Status: Full-Time, 6 Months

Hours: 35 hours/week

Salary: \$50,000 Annually plus benefits

Date Posted: November 20, 2025

Closing Date: December 4, 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. Within community Ninoshe/Zhishe often act as helpers, they are our aunties and our uncles, caring for us when we need. They have skills in community and individual care, traditional ways of doing, and would walk alongside individuals experiencing crisis on their journey. As well, they would support access to culture and ceremony through cultural programming and expanding our existing land-based resources.

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.
- Building a rapport with individuals receiving crisis support and providing coaching or mentoring to support their mental, emotional, spiritual and physical health and wellness.
- Work with the crisis team in providing crisis response services, as well as Case Managers to provide wrap around care and support.
- Ensure community members get access to cultural supports through referrals, and internal programming.
- Organize and execute culturally relevant programming and supports.
- Support family, and kinship circles of individuals experiencing crisis.
- Participating in the administration of the program by completing and maintaining the required records, in accordance with established procedures.
- Provide individual health education and risk reduction counseling to community members.
- Assist community members with planning, achieving, and maintaining behavior change.
- Assist in facilitation to increase the awareness, build general support for safe behavior's, support personal risk-reduction efforts
- Work as part of a team by attending the team meetings, trainings, and regular supervision meetings.
- 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.
- A demonstrated ability to provide suicide risk assessment and interventions using the ASIST model.
- Demonstrated understanding of issues related to involvement in the Mental Health and Justice System.
- Personal experience with homelessness, sex work, mental health issues, HIV, hepatitis C is an asset.
- Good communication skills and strong listening skills.
- Ability to work independently, as well as in a team.

- Ability to accept feedback, take initiative, and work independently in a culturally diverse environment.
- Ability to work long shifts weekly including evenings and weekends.
- Current and working knowledge of relevant legislation, including the Mental Health Act and P.H.I.P.A.
- Good communication skills and strong organizational skills.
- Ability to work independently, as well as in a team.
- Must be fluent in English: fluency in an Indigenous language and/or French language is 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: Ninoshe/Zhishe** 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.

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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.