



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.

Site Supervisor Indigenous led Crisis Response Team

Position: Site Supervisor

Status: Full-time, Contract

Positions Available: 1

Hours: 35 hours/week

Salary: \$75,000 Benefits included

Date Posted: January 5, 2025

Closing Date: June 19, 2025

Position Description:

The Indigenous crisis response team (Toronto Community Crisis Service, TCCS) aims to reduce harms associated with mental health crisis response. Our team offers a safe, trauma-informed, culturally grounded response to our community members in crisis. Reporting to the Manager of Crisis Response, Site Supervisors provide oversight, coordination and support to the Indigenous Crisis Response team. 2-Spirits is seeking Supervisors with excellent skills in providing staff support and working to support and maintain the day-to-day logistical operations of the crisis response team. As well as, individuals who work extremely well under pressure, and have the ability to work independently while leading a 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.
- Provide operational support for the team; including but not limited to coordination of schedules, data collection, entry and reporting.
- Supervises the day-to-day operations of the program and ensure ongoing improvements to service delivery processes.
- Coordinate and lead individual supervision meetings with staff and support/attend site-wide team meetings.
- Provide day-to-day supervision, oversight, support and coordination to the 2-Spirits TCCS satellite sites in the GTA, including but not limited to scheduling, data collection, entry and reporting, conflict resolution, complaints, training/education, and team building initiatives.
- Report weekly to the Manager of Crisis Response about progress, related issues, needs and deadlines.
- Work alongside the Data Specialist to ensure all data is being collected, and reported correctly and timely.
- Provide guidance, and support to team members, with the goal of building team member and community capacity.
- Work alongside the City, the Manager and Director to support the development and roll-out of outreach initiatives.
- Oversee the development of site-specific outreach materials (posters, digital campaigns, etc).
- Navigate inter dynamic team issues, and enable de-colonized conflict resolution techniques
- Maintain inventory of necessary outreach materials, including but not limited to harm reduction supplies, first aid supplies, traditional medicines, etc.
- Provide hands on support to outreach team.
- Please note: 2-Spirits Indigenous crisis response project is a 24/7 program and scheduled shifts for this position include weekdays, weekends, evenings, and nights. The schedules will be consistent and provided in advance, but will include rotations.
- 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.

- The position requires someone who has demonstrated experience and skills being personable, dynamic and creative in their work with community members, co-workers, supervisors, and external stakeholders.
- A post-secondary degree in a social services field and 2+ years experience or 4+ years experience in social/community work with 2+ years in a supervisory capacity.
- Experience working in harm reduction, crisis response and community/non-profit settings.
- Ability to adapt and grow with the expanding service and community needs.
- Ability to engage various small/medium sized audiences of different ages.
- Excellent interpersonal skills to work with a diverse community.
- Excellent communication and interpersonal skills.
- Experience on an interdisciplinary team and with multicultural experience is an asset.
- The successful candidate will 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 Licence and ability to drive/navigate and park in high pressure situations required.

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 Human Resources, hr@2spirits.org with ATTN:Site Supervisor** 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.

Closing Date: January 19, 2026

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