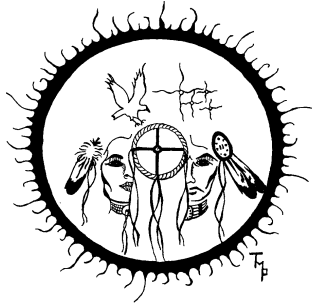




2-SPIRITED PEOPLE OF THE 1st NATIONS

EMPLOYMENT OPPORTUNITY

2-Spirited People of the 1st Nations continues to nurture and grow within our sacred roles and celebrate our strengths as 2-Spirit peoples to provide physical, emotional, mental, and spiritual advocacy. We support 2-Spirit peoples and First Nations, Métis, and Inuit community members who are at risk of or living with HIV, hepatitis C, and related co-infections; and we will continue to support community members who are facing the effects of historic and ongoing colonial violence so that we may thrive within our communities and nations.

ELDER Penetanguishene, ON

Position: Elder

Hours: 17 hours per week

Salary: \$30.00 per hour

Date Posted: September 29, 2026

Closing Date: Open until filled.

Positions Available: 1

Position Description:

2-Spirited People of the 1st Nations is seeking a respected Elder to provide culturally grounded, spiritual, and emotional support to Indigenous individuals particularly those who identify as 2-Spirit within the justice system. This role is essential in supporting healing, identity, and reconnection to culture for individuals who are incarcerated. The Elder will bring ceremony, teachings, and presence into a space where Indigenous ways of knowing are often limited, helping to restore balance, dignity, and belonging.

Essential Duties and Responsibilities:

- Provide one-on-one cultural, spiritual, and emotional support to individuals
- Facilitate sharing circles, teachings, and cultural programming within the facility
- Lead or support ceremonies (e.g., smudging, prayer, seasonal teachings) in alignment with institutional policies
- Support individuals in reconnecting with identity, culture, and traditional ways of healing
- Advocate for culturally safe and respectful practices within the institution
- Maintain appropriate documentation as required by the organization and facility

- Collaborate with institutional staff while maintaining cultural integrity and community accountability
- Provide crisis support and grounding for individuals experiencing emotional distress, grief, or trauma
- Support individuals in developing personal healing plans grounded in culture and tradition
- Help mediate conflicts using restorative and culturally informed approaches when appropriate
- Model respect, humility, and accountability in all interactions, upholding the teachings you carry

Qualifications:

- Recognized by community as an Elder or Traditional Knowledge Keeper
- Strong knowledge of Indigenous teachings, ceremonies, and cultural protocols
- Experience working with justice-involved individuals or within correctional settings is an asset
- Understanding of the impacts of colonization, intergenerational trauma, and over representation of Indigenous people in the justice system
- Ability to navigate institutional environments while upholding cultural values
- Experience supporting 2-Spirit/LGBTQIA+ Indigenous individuals is strongly preferred
- Strong interpersonal, boundary-setting, and communication skills
- Ability to maintain confidentiality and uphold trust
- Ability to obtain and maintain security clearance for access to a correctional facility
- Willingness to comply with institutional policies while advocating for cultural practices
- Flexibility to work within scheduled institutional programming times

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: NILO 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: Open until filled.

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