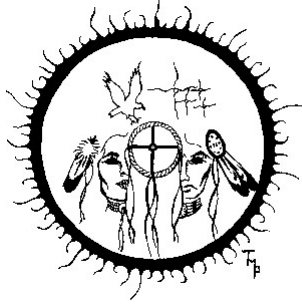




2-SPIRITED PEOPLE OF THE 1ST NATIONS

FULL-TIME CONTRACT 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.

Native Inmate Liaison Officer

Penetanguishene, ON

Position: Native Inmate Liaison Officer

Status: Full-Time

Hours: 40 hours/week

Salary: \$ 66,300.00 Annually, Benefits Included

Date Posted: September 29, 2026

Closing Date: Open until filled

Positions Available: 3

Location: Central North Correctional Centre, Penetanguishene, ON

Position Description:

In this role, the Native Inmate Liaison Officer (NILO) will provide support and rehabilitative care to Indigenous clients by offering cultural counseling, services, and activities that foster connection to Indigenous communities. Deliver healing and wellness activities which can include, seasonal feast, sweat lodge ceremonies, healing circles, smudging, drumming as well as supplying the traditional ceremonial medicines for client use. Provide liaison support and referral to traditional and non-traditional community-based agencies to assist clients in their reintegration into local communities.

Essential Duties and Responsibilities:

- Design, organize, and lead Indigenous cultural activities, including seasonal feasts, ceremonies, smudging, drumming, and spiritual guidance.
- Ensure traditional medicines are sourced and provided appropriately.

- Develop monthly and annual work plans for all scheduled programs, submitting them for institutional approval.
- Collaborate with Elders and senior community members to enhance cultural programming and guidance.
- Coordinate Elder participation in programming and ensure their teachings are integrated into institutional services.
- Attend province-offered Indigenous programming and deliver these programs within the institution.
- Provide counselling and assistance to Indigenous clients practicing traditional ways.
- Organize interfaith meetings and liaise with Chaplain Services for culturally inclusive spiritual support.
- Attend meetings such as staff gatherings, case conferences, program committees, parole hearings, and other required sessions.
- Offer Indigenous perspectives on client matters to institutional staff and decision-makers.
- Support the Parole Board with Indigenous cultural and spiritual insights.
- Assist Indigenous clients in developing Temporary Absence plans for work, education, or treatment.
- Serve as a bridge between clients, staff, community groups, Probation and Parole services, Elders, and other relevant parties.
- Facilitate family communication when permitted and provide culturally relevant resources.
- Provide institutional staff with training sessions to increase awareness of Indigenous culture.
- Actively participate in professional development and seek Indigenous cultural training.
- Ensure NILO program continuity by arranging for replacement staff as needed.
- Maintain accurate records and statistics related to client services, submitting reports to institutional staff and/or agency Directors.
- Address concerns or challenges in program delivery and notify institutional staff as needed.
- Provide deliverable and progress reports to 2-Spirits management team as needed.
- Work alongside Discharge Planners and Social Workers to create culturally informed discharge plans.
- Offer translation and interpretative services to Indigenous clients as required.
- Participate in institutional meetings and collaborate with community partners on client services.
- Carry out other tasks as necessary to fulfill the needs of Indigenous clients and institutional programming.
- Other Duties as required.

Qualifications:

- Degree or diploma in Indigenous Studies, Social Work, Counselling, or a related field and/or work experience.
- Extensive knowledge of Indigenous cultural practices, spirituality, and traditional ceremonies.
- Experience planning and facilitating Indigenous ceremonies such as seasonal feasts, sweat lodges, smudging, and drumming.
- Previous work in corrections, social services, or community programming is an asset.
- Proven ability to engage and collaborate with Elders, Knowledge Keepers, and Indigenous community leaders.
- Strong understanding of Indigenous traditions, spirituality, and cultural protocols.
- Exceptional interpersonal skills to foster relationships with clients, institutional staff, and community partners.
- Ability to assess client needs and provide appropriate cultural and spiritual support.
- Effective communication and facilitation skills for delivering workshops and training sessions.

- Experience in advocacy to provide Indigenous perspectives in institutional meetings and decision-making processes.
- Organizational skills to develop and manage programming schedules, work plans, and cultural events.
- Proficiency in record-keeping and reporting monthly, quarterly, and annual statistics.
- Willingness to participate in ongoing Indigenous cultural training for professional development.
- Knowledge of institutional policies and procedures within correctional settings.
- Ability to coordinate translation and interpretative services for Indigenous clients as required.
- Capacity to work independently and collaboratively with institutional staff and external stakeholders.
- Flexibility to provide NILO replacement staff coverage when necessary.
- Commitment to culturally appropriate client support and program delivery.
- 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: 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.