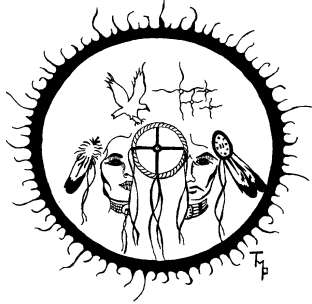




2-SPIRITED PEOPLE OF THE 1st NATIONS

FULL-TIME EMPLOYMENT OPPORTUNITY Thunder Bay, ON

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.

Indigenous Harm Reduction Worker Call Cousin Project

Status: Full-Time

Hours: 35 hours/week

Contract End Date: March 31, 2028

Salary: \$55,000 Annually, Benefits Included

Positions Available: 1

Posting Date: October 20, 2026

Closing Date: November 2, 2026

Location: Thunder Bay, ON

Position Description:

In this role, reporting to the Indigenous Community Support Supervisor, you will be responsible for implementing the Call Cousin project and Indigenous Harm Reduction Outreach programs. The position requires a deep respect for and understanding of working with individuals facing barriers to housing, as well as those experiencing mental and physical health challenges, substance use, trauma, social isolation, immigration, unemployment or underemployment, and a history with the criminal justice system. Your focus will be on providing support with harm reduction techniques, de-escalation strategies, and crisis intervention to Two-Spirit and Indigenous community members. You will coordinate a variety of strategies,

including street and shelter outreach, phone-call support, resource development and distribution, crisis intervention, referrals, advocacy, community education, anonymous HIV testing, and training.

Essential Duties and Responsibilities:

- Recognize and respond to the historical and ongoing impacts of colonial violence, systemic barriers, and intergenerational trauma affecting 2 Spirit and Indigenous community members.
- 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.
- Participate in Indigenous Circles and teachings during outreach activities.
- Provide harm reduction supplies and resources in a respectful and effective manner, ensuring access to essential tools and information that support safer choices and overall well-being. Harm reduction is an approach that prioritizes dignity, safety, and community care by reducing potential risks without judgment.
- Offer support, education, and training on safer drug use practices, safer sex, infection prevention, and overall health promotion for community members, including those who use substances and engage in sex work.
- Training community members in overdose prevention and response, including training in using Naloxone.
- Implement the Call Cousin Support Line to provide reliable support to the community members.
- Provide timely, community-centered mental health and crisis support to Indigenous community members through the Call Cousins support line and in person as needed. Support includes crisis intervention, de-escalation strategies, and trauma-informed, harm reduction-based approaches.
- Co-create and deliver programming and workshops
- Attend team meetings, training sessions, and regular supervision meetings.
- Ensure accurate documentation through various internal processes.
- Maintain confidentiality and respect for all community members.
- Other duties as required.

Qualifications:

- Experience working with Indigenous communities and an understanding of Indigenous cultural and community perspectives.
- Must have proven demonstration of understanding the range of issues facing Indigenous people in Ontario.
- Experience or awareness of substance use, homelessness, sex work, mental health issues, or HIV is an asset.
- Knowledge of harm reduction practices and peer support is preferred.
- Good communication skills and sensitivity to cultural and gender orientation differences.
- Sensitivity to cultural, ethnic and gender orientation differences

- Drug user positive and sex-positive attitude with anti-racist, Indigenous harm reduction outlook.
- Ability to work independently and as part of a team.
- Availability to work from the office and go on outreach to the assigned locations.
- Ability to accept feedback, take initiative, and work independently in a culturally diverse environment.
- A mandatory Food Handlers Certificate and Overdose (Naloxone) Training (sponsored by the organization if not already held).
- Flexibility to work evenings and weekends on a rotational shift as needed.
- Lived experience as a Two-Spirited or Indigenous community member is highly valued.

Physical Requirements:

- Ability to sit or stand for extended periods, especially in roles involving phone or online support. Some movement may be required for meetings or outreach activities.
- Comfortable using technology, including computers, phones, and communication platforms for extended periods.
- Ability to carry, load, and unload up to 50 pounds and pull a trolley with outreach materials (e.g., harm reduction kits, food, water, etc.).
- Capacity to walk 8-10 kilometers during outreach activities.
- Adaptability to various public spaces and weather conditions, including extreme cold and heat.

To be considered for this position, submit your resume and cover letter saved in the format: firstname.lastname (e.g., John.Smith) to Human Resources at hr@2spirits.org with ATTN: "HarmReductionWorker" in the subject line 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 and with past criminal record 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: November 2, 2026

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