

	<b>JOB DESCRIPTION</b>		
	<b>POSITION TITLE:</b>  <b>Program:</b> <b>Service:</b>  <b>Accountable to:</b>	Cultural Wellness Mentor  Mental Health and Addictions Assessment Brief Treatment Residential Services (ABTRS) Residential Services Manager	
<b>Issued By :</b> <b>Date Issued:</b>		<b>Date Revised:</b> <b>Classification:</b>	<b>July 2016</b>

## POSITION SUMMARY

Under the direction of the Residential Services Manager the Cultural Wellness Mentor will provide daily traditional healing, guidance, teachings, sacred circles and traditional ceremonies for children/youth/families while at the ABTRS. The Cultural Wellness Mentor is responsible to work collaboratively with the clinical team to ensure program delivery is consistent with the philosophy, approach, goals and learning environment established by Dilico Anishinabek Family Care which will ensure the cultural, social, emotional and physical wellbeing of children/youth and their families.

### Duties and Responsibilities:

#### 1. Service Responsibilities

The Cultural Wellness Mentor will be responsible for the following:

- a. ensuring the daily cultural needs of children/youth/families are met by actively providing daily culturally-based activities within the context of treatment;
- b. plan, participate and coordinate daily therapeutic cultural, recreational and social programming for the children and youth in the program, including;
- c. facilitating land-based activities both at the unit and in the community or wilderness;
  - i. emphasis will be placed on cultural values, traditions and ceremonies;
  - ii. facilitating cultural activities both at the unit and in the community or wilderness;
  - iii. providing children/youth who are impacted by substance misuse with cultural healing interventions that support withdraw management and increased coping skills;
  - iv. providing meaningful family engagement activities that supports family reunification and family-focused aftercare activity learning;

## Job Description – Cultural Teacher

- v. implementing recommended cultural healing interventions by the clinical team, Dilico Mental Health and Addiction Services, Dilico Cultural Services, Dilico Health services, Dilico Child Welfare services, and First Nation representatives;
  - vi. where appropriate, implementing child/youth focused recommendations provided by child/youth's family, First Nation representatives, etc.;
  - vii. travelling with children/youth to their First Nation to ensure youth's access to community supports, services and events.
- d. Provide traditional knowledge, cultural teachings, ceremonies, Anishinabek language interpretation, and traditional ways of knowing and viewing life for children/youth/families, and within the clinical team
  - e. Conducts sweats, sacred circles, fasts and other healing ceremonies;
  - f. Provide management and staff with guidance and direction regarding traditional knowledge;
  - g. Ensure protocols and procedures of ceremonies, fasts, sweats, celebrations and feasts are followed;
  - h. Assist in mentoring youth and community helpers with opportunities to learn and experience sweats, fasts, ceremonies, traditional teachings, sacred circles, fire keeping, etc;
- a. participating in clinical consultations regarding children/youth/families who
    - a. enter services;
    - b. while in treatment;
    - c. during aftercare.
  - b. carrying out the treatment plan of the child or youth as directed by the Residential Services Manager and in consultation with the Clinical Team;
  - c. ensuring the safety, well-being and basic needs of the children and youth by monitoring them and providing care according to the specifications of the agency policies and procedures, ABTRS service delivery manual, licensing requirements, or as directed by the Residential Services Manager;
  - d. participating in case reviews as required, where individual treatment plans can be reviewed and revised if needed;
  - e. providing transportation for the children/youth of the agency as may be required and assigned by the Residential Services Manager;

## **Job Description – Cultural Teacher**

- f. assisting in ongoing upkeep, maintenance and general appearance of cultural spaces within the physical facilities/grounds;
- g. participating in the Ministry of Children and Youth Licensing process;
- h. participating on Team meetings and training as per policies and procedures, this includes being familiar with and able to implement a variety of therapeutic strategies, providing crisis intervention and effective decision making skills;
- i. participating in program evaluation;

## **Organizational Responsibilities**

As a representative of Dilico, the Employee is responsible for:

- a. reflecting and interpreting the Agency Vision, Mission and Core Values in his/her own work with enthusiasm and commitment;
- b. acting in accordance with relevant legislation and Agency Policies, Standards and Procedures;
- c. proposing changes within Dilico that would improve the quality of service to Anishinabek children, families and communities;
- d. developing and maintaining respectful, cooperative working relationships to contribute to the integrated, seamless delivery of services to Anishinabek children, families and communities;
- e. understanding his/her role and responsibility in maintaining a safe workplace and reducing workplace injuries;
- f. applying Anishinabek culture, values, traditions and teachings into programming where possible;
- g. ensuring accuracy, confidentiality and safekeeping of agency records participating constructively in the supervision process with the immediate Manager.

## **QUALIFICATIONS**

### **1. Education**

Minimum post-secondary education; preference in area of Native Studies or related Human Services diploma with a minimum 3 years' experience in Cultural programming for children and their families. A combination of skills, education and life learning specific to traditional knowledge may be considered.

## **Job Description – Cultural Teacher**

An individual who is of Anishinabe ancestry with understanding, practice and sharing of Anishinabe history, culture, traditions, ceremonies and values is preferred.

### **2. Work Experience**

- a) Preferred (3-5) three to five years' experience in Human Services involving developing and delivering of Cultural programming for children/youth and adults.
- b) Candidates without the specific education qualifications and where the position does not require certified qualification to practice, but who possess an appropriate combination of experience and other academic qualifications will also be considered.

### **Skills and Abilities:**

- a. sound knowledge of the Anishinabek culture customs, teachings, traditions and values;
- b. understanding of the principle issues affecting Anishinabek children/youth/families;
- c. sound knowledge traditional influences that promote mental well-being of Anishinabek children/youth/families;
- d. ability to promote and apply Anishinabek Culture, values, traditions and teachings on the job;
- e. ability to establish therapeutic relationships with children and youth;
- f. ability to provide effective culturally-based therapeutic interventions;
- g. ability to apply effective culturally-based youth addictions interventions;
- h. ability to provide culturally-based family-focused activities;
- i. knowledge of child/youth age appropriate development'
- j. developing and maintaining respectful, cooperative working relationships with Anishinabek children, families, communities and service workers to promote an integrated, seamless delivery of service;
- k. ability to understand or speak an Anishinabek language would be considered an asset;

## **Job Description – Cultural Teacher**

- l. knowledge and understanding of the Child and Family Services Act, the Mental Health Act and other relevant legislation;
- m. effective written and oral communication skills;
- n. ability to follow direction and work as a member of a multi-disciplinary team;
- o. ability to maintain confidentiality;
- p. ability to work within the policies, standards, procedures and the vision, mission and core values of Dilico Anishinabek Family Care;
- q. Anishinabek language, an asset;
- r. respectful of others and others beliefs.

## **CONDITIONS OF EMPLOYMENT**

- a. satisfactory Criminal Records Search;
- b. must possess a valid Standard First Aid/CPR Certificate or be willing to obtain one;
- c. ability to work flexible hours as determined by the Residential Services Manager or designate in relation to service requirements;
- d. must possess a Class “G” Driver’s License and have access to a personal vehicle;
- e. must complete a medical and receive the required immunizations as recommended by the local medical officer of health;
- f. must participate in cultural, social, recreational program activities;

**NOTE:** This job description is not intended to be all-inclusive. The employee may perform other related duties as required to meet the ongoing needs of the organization.