



B'SAANIBAMAADSIWIN
ABORIGINAL MENTAL HEALTH

“A Good Life”

INTERNAL/EXTERNAL POSTING: OPEN UNTIL FILLED

DIRECTOR OF INDIGENOUS SERVICES

The Director of Indigenous Services is a leader within the organization and is committed to supporting positive culture, strong partnerships, and effective communication, supporting the mission, vision, core values and principles of the program and the organization. The Director of Indigenous Services provides leadership and direction for all Indigenous services, relationships, and capacity-building activities within CMHA Muskoka Parry Sound (CMHAMPS).

Job Status: Permanent

Hours of Work: 35 hours per week

Base office: Parry Sound (Location flexible within the Muskoka and Parry Sound region)

Competition #: 89-21

Purpose of the Position: The incumbent is responsible for developing and implementing an overall strategic direction, reflective of a commitment to Truth and Reconciliation, focused on recovery from the mental health and addictions issues of Indigenous communities and those who live within and outside of the communities we serve. To ensure all aspects of the program are responsive to the needs of the communities and people served based on a holistic approach including the Seven Grandfather Teachings, Land based services, traditional medicines, and all other appropriate health strategies required for wellness. The Director of Indigenous Services promotes cultural safety within the diverse cultures in the region. Working closely with senior management from CMHAMPS, the Aboriginal Program Advisory Committee (APAC), and health services within the communities, the incumbent will develop and lead relationship-building strategies that result in ongoing collaboration with Indigenous communities and organizations relevant to the services provided. Outreach includes regional, provincial, and national organizations and groups. The incumbent will have the courage to challenge and inspire CMHAMPS to meet its responsibilities and commitments ensuring that CMHAMPS continues to be a leader and role model in reconciliation. This role has significant impact on enabling CMHAMPS to meet its key objectives and deliver on the strategic plan.

Education and Qualifications:

- Indigenous culture education and skills as a traditional knowledge keeper and leader.
- Post-secondary degree in a relevant area of study (e.g. Indigenous studies, equity studies, social sciences)
 - a graduate degree is considered an asset as is the equivalent combination of education and related professional and community experience.
- Experience Minimum 5 years' of demonstrated leadership in effectively advancing Indigenous initiatives with evidence of relationship building and demonstrated durable change in indigenous engagement, capacity building and participation.
- Demonstrated experience with best evidence-based and/ or traditional practices in indigenous engagement, agreement implementation and management. Preference will be given to applicants who self-identify as having Indigenous heritage (First Nations, Metis or Inuit).
- In-depth knowledge of the history of Indigenous peoples in Canada, treaties, culture and history.
- Demonstrated experience as a relationship builder and trusted liaison, by demonstrating integrity and

being authentic, collaborative, inclusive, and a creative problem solver.

- Ability to connect and promote collaborative engagement with a variety of Indigenous communities, organizations, and interests in a culturally appropriate way.
- Strong interpersonal, communication, negotiation, and presentation skills, including an ability to demonstrate tact and diplomacy when managing issue-related conflicts and negotiations.
- Ability to develop focused and actionable agreements and engagement plans in a cross-cultural setting that are both in support of a growing/changing organization and to the satisfaction of all parties involved.
- Exceptional writing skills along with strong presentation and oral communication skills. Powerful interpersonal skills; experience in a relationship-based position that requires engaging with many stakeholders and requires effective communication skills to influence outcomes.
- Effective leadership skills, with a strong focus on mentoring and motivation of staffs
- Tolerance of and ability to handle a heavy workload and competing demands and high risk situations
- Manage internal and external relationships, to have and demonstrate empathy and compassion, to be aware of emotional intelligence, conflict resolution, and the understanding of the feelings, ideas and beliefs of others.
- Ability to work autonomously as well as cooperatively within a team environment in a rural setting
- Excellent communication, organization and interpersonal skills
- Work schedule may include days/evenings/weekends and statutory holidays.

Salary scale: \$52.21 - \$56.57 per hour commensurate with qualifications and experience

Benefits include optional Registered Retirement plan with HOOPP where contributions start on date of hire, and a comprehensive benefit package.

Please note that we are a scent-free organization.

You are invited to submit your application by **quoting competition number 89-21** to:

**The Hiring Committee
Canadian Mental Health Association, Muskoka-Parry Sound Branch
173-202 Manitoba Street
Bracebridge, Ontario P1L 1S3**

Telephone (705) 645-2262 Fax (705) 645-7473 E-mail: jobs@cmhamps.ca

Canadian Mental Health Association Muskoka – Parry Sound (CMHAMPS) is an equal opportunity employer and we value the importance of diversity, dignity and worth of every individual in the workplace.

Qualified consumers/survivors and/or family members are encouraged to apply.

We retain all applications submitted for one year after the closing date of this posting for consideration in any future postings.

As part of our commitment to Accessibility, if you wish this information in a different format, please contact our office at 705-645-2262 or email feedback@cmhamps.ca.

If you are contacted regarding a job opportunity, please let us know prior to the interview if you require accommodation.

We thank all applicants but only those selected for an interview will be contacted.



Canadian Mental
Health Association
Muskoka - Parry Sound

Addictions and
Mental Health Services