



CONSTANCE LAKE FIRST NATION

37 Wawaskashoo St - PO Box 4000

CONSTANCE LAKE, Ontario P0L 1B0

T: (705) 463-4511

Employment Opportunity

Position	Crisis Intervention Worker
Competition #	CRIW-11-2025
Salary Range	43,040 – 58,100
Location	Wellness Department, CLFN
Posted	November 24, 2025
Closed	Open Until Filled

POSITION SUMMARY:

Constance Lake First Nation is seeking a Crisis Intervention Worker to support individuals and families experiencing crisis, including those impacted by suicide, family violence, trauma, and other critical incidents. This role focuses on prevention, crisis response, victim support, and culturally grounded healing approaches. This position reports to the Wellness Manager and works closely with community partners, emergency services, and mental health supports.

PREFERRED QUALIFICATIONS:

- Grade 12 and relevant experience supporting individuals in crisis. Post-secondary training in social services, mental health, or a related field preferred.
- Crisis Intervention, suicide prevention, and non-violent crisis intervention training an asset.
- Experience in crisis assessment, trauma response, and mental health support.
- Knowledge of relevant community resources and ability to work with emergency services.
- Strong interpersonal communication, de-escalation, and case management skills.
- Ability to work in a First Nation community with cultural awareness and humility.
- Valid CPR/First Aid and valid driver's licence required.
- Must successfully pass a satisfactory Criminal Record Check, including Vulnerable Sector Screening.
- Adhere to strict confidentiality guidelines for all crisis response activities.
- Ability to communicate in Ojibway, Cree, or Oji-Cree is an asset.

Key Responsibilities

- Provide crisis support, basic counselling, safety planning, and referrals for individuals and families.
- Monitor high-risk individuals through follow-up care plans and ongoing case management.
- Support community crisis response efforts and coordinate resources, volunteers, and external responders.
- Assess immediate crisis needs and determine whether intervention can be managed locally.
- Network with service providers (e.g., NAPS, EMS, Victim Services, shelters, child welfare, legal services) to support clients.
- Advocate for victims of family violence, elder abuse, trauma, and other vulnerable individuals.
- Organize crisis-related logistics such as conference calls and coordination with partner agencies.
- Deliver and coordinate training, workshops, and community education (e.g., Mental Health First Aid, Trauma-Informed Care, suicide and violence prevention).
- Promote mental health resources and culturally safe supports within the community.
- Maintain accurate documentation, logs, case notes, and required reports for funding and oversight.
- Ensure confidentiality, safety policies, and CLFN procedures are followed at all times.
- Keep updated contact information for key health and crisis response staff and ensure program records remain current.

To apply: Submit cover letter, resume to quoting competition **#CRIW-11-2025** via:

Email: resumes@clfn.on.ca

In person: 37 Wawaskashoo St. Constance Lake First Nation Band Office

Only those selected for an interview will be contacted.