

Job Description

POSITION:	Traditional Healer
ACCOUNTABILITY:	Cultural Services Manager
CLASSIFICATION:	Full-time
DATE APPROVED:	February 19, 2019

JOB PURPOSE

Reporting to the Cultural Services Manager, the Traditional Healer is responsible for providing culturally appropriate traditional health services and wellness strategies to the Agency staff, families and communities. By providing traditional healing, guidance, counselling and ceremonies grounded in Anishnawbek world view, the Traditional Healer will assist individuals to find and maintain balance in a holistic way by personal well-being strategies of the Emotional, Spiritual, Physical and Mental self.

KEY JOB FUNCTIONS:

Traditional Healing Services

- Will Provide traditional knowledge, cultural teachings, ceremonies, Anishnawbek language interpretation so that staff, families and communities can learn and practice traditional healing strategies in their daily lives.
- Will provide culturally appropriate services, treatment and support to individuals seeking balance within all aspects of self; Emotional, Spiritual, Physical and Mental.
- Provide healing ceremonies and cultural support in a safe and appropriate manner.
- Provide appropriate assessment and treatment plans with clients.
- Maintain an up-to-date knowledge base of traditional health and holistic practices.
- Ensure protocols of ceremonies, celebrations and feasts are followed.
- Work in consultation and make referrals to health care providers as needed.
- Ensure client information is charted and securely stored.

Education and Promotion

- Provide cultural training, education and guidance to Agency staff, to ensure that staff are providing services to families and communities in a culturally appropriate manner.
- Provide cultural training, education and guidance to families and communities to ensure the families and communities can access traditional healing services with an understanding of appropriate protocols.
- Provide mentorship and learning opportunities to Agency staff, families and community members.
- Provide consultation to staff on protocols, ceremonies and practices of the Anishnawbek people.

Other Duties

- Act in accordance with agency Code of Conduct and maintain confidentiality at all times to protect the privacy of Agency staff, families and communities.
- Perform additional related duties in accordance with job responsibilities and department objectives.
- Other duties as required or assigned.

Qualifications and Requirements

Education and Experience:

- Lifelong learning and mentorship under a reputable Traditional Healer.
- Some post-secondary education is an asset.
- Must have minimum five years' experience working in a First Nation organization as a Traditional Healer.
- Must have extensive working knowledge and experience with Anishnawbek health issues, culture and history.

Knowledge:

- Knowledge of health and traditional holistic healing methods.
- Knowledge of Anishnawbek culture and issues affecting Anishnawbek children, families and communities.
- Knowledge of Nogdawindamin Family and Community Services programs & services.
- Extensive knowledge and understanding of Anishnawbek culture, traditions and the Seven Grandfather Teachings.
- Extensive knowledge of Anishnawbek ceremonies and protocols and able to share knowledge with others.
- The Agency's mission, vision, strategic objectives, and non-service related policies and procedures.
- Knowledge of the Child and Family Services Act.

Skills:

- Ability to conduct traditional ceremonies for staff, families and communities.
- Ability to speak Anishnawbek language.
- Experienced with the use of traditional medicines and harvesting protocols.
- Leads a healthy lifestyle and is a positive role model in the community.
- Time management and organizational skills, including the ability to plan and prioritize workload, ensure timelines are met and respond to demands of a dynamic environment.
- Strong communication skills.
- Keyboarding and computer skills including proficiency in Microsoft Office programs.

Abilities:

- Maintain a strong sense of professional judgement, tact, ethics, sensitivity, integrity and confidentiality.
- Work cooperatively and productively with others to achieve common goals; demonstrate respect, cooperation and collaboration.
- Strong commitment to client cultural safety and ability to use authority in a respectful manner.
- Ability to work collaboratively within the agency and external services and organizations.

Other Requirements:

- Must provide a clear Police Records Check with Vulnerable Sector Screen
- Must have a Class 'G' Ontario Driver's License, access to a vehicle and the ability to travel

Work Conditions

- Travel is required.
- May be exposed to high stress environments.
- Overtime as required.

WORK SITE LOCATION

The position may be based out of the satellite offices in the individual First Nation communities of Batchewana, Garden River, Atikameksheng, Sagamok, Serpent River First Nation and the urban area of Sault Ste. Marie or Sudbury.

PHYSICAL DEMANDS AND WORK ENVIRONMENT

While performing the duties of this job, the Traditional Healer may be located in a traditional ceremonial setting, outdoors or in an office setting. The Traditional Healer will be required to work overtime when required or during special circumstances. The physical demands include, but are not limited to, standing, sitting, walking, lifting, carrying, reaching, handling, kneeling, crouching and bending. In working in an Anishnawbek agency, frequent exposure to the burning of sacred medicines; tobacco, sweet grass, sage or cedar may occur.

Conducting the duties of this job may be mentally, physically or emotionally challenging. There will be extended periods of sitting required when performing administrative tasks, while in ceremony or during travel.

Non-physical demands include a work environment where the noise level is usually low to moderate. The nature of the position may expose the Traditional Healer to high levels of tension when dealing with staff, families or members of the communities. The level of tension is usually moderate, with high levels of tension occurring occasionally.

TECHNOLOGY & EQUIPMENT

Computer, photocopier, telephone, fax machine and cell phones.

SUPERVISORY RESPONSIBILITY

This position is required to supervisor at least one (1) worker.

KEY RELATIONSHIPS

Internal

The position requires interaction with all levels of management and staff.

External

The position requires interaction with the First Nation communities, and all service related agencies within the catchment area.

DISCLAIMER

This document describes the position currently available and is only a summary of the typical functions of the job. It is not an employment contract. The above job description is not an exhaustive list of the duties, responsibilities, working conditions or skills required for this position. Additional duties may be assigned. Nogdawindamin Family and Community Services reserves the right to modify job duties or the job description at any time.

SIGNATURE

This is to acknowledge that I have received a copy of this job description and understand its contents.

Signature of Employee

Date