MICHIPICOTEN FIRST NATION

EMPLOYMENT OPPORTUNITY

NATIONAL NATIVE ALCOHOL & DRUG ABUSE PROGRAM WORKER

(Internal/External Posting)

November 5, 2026

Michipicoten First Nation (MFN) is a vibrant community located near Wawa, ON and approximately 225 km from Sault Ste. Marie, ON. With a small number of members on reserve and the majority dispersed around the globe, Michipicoten First Nation strives to maintain harmony and balance with Mother Earth, neighbouring First Nations, and surrounding communities, while building on socio-economic independence and a strong sense of community and cultural identity.

Michipicoten First Nation is seeking a full-time, permanent **National Native Alcohol and Drug Abuse Program (NNADAP) worker**. Reporting to the Manager, Health & Social Services, the NNADAP worker's primary responsibility is to reduce alcohol, drug, and solvent abuse among Michipicoten members through education, prevention, intervention, and aftercare activities. A significant part of this role includes community outreach, program development, and education. This position may be based in Wawa or Sault Ste. Marie. Travel and a flexible schedule are required.

PRIMARY RESPONSIBILITIES

Assessment Duties

- Conduct assessments to understand addiction-related needs and challenges for clients.
- Evaluate the severity of substance abuse issues and determine appropriate interventions.

Counseling Programs

- Provide counselling services to individuals struggling with alcohol, drug, or solvent abuse.
- Offer guidance, support, and coping strategies to help clients overcome addiction.

Referrals for Treatment and Follow-Up

- Refer clients to appropriate treatment programs, detox centers, or rehabilitation facilities.
- Ensure follow-up care and monitor progress during recovery.

After Care and Rehabilitation

- Assist clients in transitioning from treatment to post-rehabilitation life.
- Support ongoing recovery efforts and prevent relapse.

Consultation and Liaison

- Collaborate with other Health and Social Services agencies
- Engage with the Community to raise awareness and coordinate addiction-related services.

Cultural and Community Education

- Educate the Community about the nature of addictions.
- Promote cultural awareness and understanding related to substance abuse.

Program Development and Evaluation

- Participate in designing and implementing Community-based addiction programs.
- Evaluate program effectiveness and make necessary improvements.

QUALIFICATIONS

A combination of education and directly related experience that demonstrates the required knowledge, skills, and abilities may be considered in lieu of the stated qualifications.

Education & Training

- A diploma or degree in Addictions Counselling, Social Work, Mental Health, Indigenous Studies, or a related field.
- Certification as an Addictions Counsellor from a recognized Canadian Certification board (ICBOC, CACCF, etc.) with an emphasis on cultural competency *preferred*

- Training in Global Appraisal of Individual Needs (GAIN) *preferred*

Experience
- Five years experience working in addiction services
- Two years experience working with First Nation communities

Knowledge, Skills & Abilities
- Familiar with Admission & Discharge Tools (ADAT) for treatment centres in Ontario
- Familiar with First Nation communities
- Thorough knowledge of the self-awareness model.
- Knowledge of data information systems/charting for accurate record-keeping.
- Knowledge of the Honouring Our Strengths: Indigenous Culture as Intervention in Addictions Treatment (Thunderbird Foundation)
- Knowledge of the Native Wellness Assessment and the Indigenous Wellness Framework (Thunderbird Foundation)
- Knowledge of local and regional detox and treatment centres.
- Knowledge of various assessment tools which support clinical diagnosis, placement, and treatment planning.
- Knowledge of resources and agencies which provide recovery-focused programs and services.
- Excellent verbal and written communication skills.
- Proficiency in computer programs such as MS Office, Teams and Outlook.
- Ability to maintain confidentiality and work well with others.
- Ability to demonstrate bicultural competency and willingness to support traditional healing practices.
- Ability to plan, develop and implement workshops, activities and events that focus on education/prevention of substance use.
- Ability to do one-on-one and group counselling.
- Able to travel and work flexible hours to meet the needs of clients

Other
- Must possess a valid driver's license and own vehicle
- Satisfactory Driver's Abstract required *(if position offered)*
- Satisfactory Criminal Reference Check with Vulnerable Sector Scan (*if position offered)*

LOCATION Sault Ste. Marie or Wawa

TERM Full-time, Permanent

WAGE RANGE $34.38/hr - $38.30/hr

TO APPLY: Please submit your cover letter and resume as one document to **hr@michipicoten.com** with the position title in the subject line by **November 20, 2026**.

MICHIPICOTEN MEMBERS AND INDIGENOUS CANDIDATES ARE ENCOURAGED TO SELF-IDENTIFY.

Michipicoten First Nation is dedicated to promoting equity and diversity and serving the interests of its members. The successful candidate will primarily serve the interests of Michipicoten members, and preference will be given to members and Indigenous candidates who possess the necessary qualifications.