



MOHAWKS OF THE BAY OF QUINTE

KENHTÈ:KE KANYEN'KEHÁ:KA

HUMAN RESOURCES, ADMINISTRATION OFFICE
24 Meadow Drive, Tyendinaga Mohawk Territory, ON K0K 1X0
Phone 613-396-3424 Fax 613-396-3627
Website: www.mbq-tmt.org

EMPLOYMENT OPPORTUNITY

Position Title: [Kenhtè:ke NNADAP Support Worker](#)

Posting Type: Internal/External

Program: Enyonkwa'nikonhriyo:hake (Good Minds)

Location: Tyendinaga Mohawk Territory, ON

Position Type: Full Time

Duration: Permanent Position

Posting Closes/Deadline: July 12, 2026, at 11:59 p.m.

Tentative Interview Dates: TBD

Salary Range: Pay Grade Level H2 (*Salary Range \$28.19/hour - \$29.33/hour*)

About Us:

Mohawks of the Bay of Quinte (MBQ) is a vibrant First Nation community located on the beautiful shores of the Bay of Quinte. We are located approximately 20 minutes from Belleville, ON and centrally located between Toronto and Ottawa. There are approximately 11,000 registered members with approximately 2200 residing in Tyendinaga. MBQ is an employer that prides itself on diversity and fairness, providing a progressive working environment that fosters culture, positivity, and growth.

Position Summary:

The Kenhtè:ke NNADAP Support Worker will collaborate with the Kenhtè:ke NNADAP Worker to assist participants faced with complex substance use and/or co-occurring disorders with their individualized addiction care plans. The NNADAP Support Worker will work with the NNADAP Worker to assist with the assessment of individual needs, collaborate on care plans, assist with creating case plans, link participants to appropriate services, support recovery, advocate, and recommend adjustments to the NNADAP Worker as needed. The Kenhtè:ke NNADAP Support Worker will assist the Kenhtè:ke NNADAP Worker to deliver educational opportunities and prevention strategies in the community of Tyendinaga.

The Kenhtè:ke NNADAP Support Worker will collaborate with the Kenhtè:ke NNADAP Worker and the larger multidisciplinary team and external agencies advocate for Participants with substance use concerns. They will streamline the administrative tasks associated with accessing services such as residential treatment, healthcare, housing needs support, child protection concerns, criminal justice system navigation, and other care resources. The NNADAP Support Worker will work closely with the Enyonkwa'nikonhriyo:hake Mental Health and Addictions Nurse Practitioner.

Reporting:

The Kenhtè:ke NNADAP Support Worker will report to the Enyonkwa'nikonhriyo:hake Program Manager

Requirements:

- ☞ Bachelor's degree in social work or human services, or related field is preferred
- ☞ Diploma in a relevant field will be considered
- ☞ A minimum of 2 years' experience delivering direct support services (to Indigenous individuals who are 18 and above, whose primary concern is addiction is preferred)
- ☞ Ability to register with a relevant professional body (e.g., College of Social Workers or equivalent) is preferred
- ☞ Certification in addictions counseling is an asset.
- ☞ Willing to work towards Certification as a First Nations Wellness/Addictions Counsellor.
- ☞ Experience working in Indigenous communities is preferred
- ☞ Must provide a clear VSC (documentation will be required if successful applicant)
- ☞ Clear abstract, valid G license, own vehicle and insurance (documentation will be required)
- ☞ First Aid and CPR an asset (must be willing to become and remain certified)
- ☞ Flexible schedule to accommodate after hours programming as required and attend meetings or training

Knowledge, Skills and Abilities:

- ☞ Excellent proficiency in Microsoft Office (Word, Excel, PowerPoint, Teams, Outlook, and database applications).
- ☞ Strong understanding of the impacts of colonization.
- ☞ Excellent verbal and written communication skills.
- ☞ Ability to contribute to a collaborative, supportive team environment, modeling teamwork and direct communication.
- ☞ Strong interpersonal skills to work with external agencies and community organizations.
- ☞ Active listening and empathy to understand the needs of Participant's team members, and the community.
- ☞ Decision-making and problem-solving skills for crisis management and complex Participant cases.
- ☞ Demonstrated high degree of personal insight, personal wellness, compassion and well-developed professional boundaries.
- ☞ Excellent time management and organizational skills to manage multiple responsibilities.
- ☞ Attention to detail in maintaining documentation, regulations compliance, and reporting.
- ☞ Ability to adapt to changing Participant needs, community dynamics, and team requirements.
- ☞ Patience and resilience, as recovery is often a long-term process with many ups and downs.
- ☞ Excellent time management, flexibility, and case-noting skills, with strong risk assessment, problem-solving abilities, and the capacity to work independently and collaboratively as part of a team.
- ☞ Ability to perform under stressful conditions.
- ☞ Ability to maintain professional boundaries and confidentiality.
- ☞ Truth and Reconciliation Calls to Action
- ☞ Intergenerational Trauma and other impacts of colonization for Indigenous Peoples
- ☞ Demonstrated knowledge of mental health and addiction systems, issues and health promotion principles.
- ☞ Understanding of addiction, harm reduction and recovery principles, including knowledge of substance use disorders and treatment modalities.
- ☞ Must have or be willing to develop working knowledge of issues impacting the Mohawks of the Bay of Quinte Community.
- ☞ Proven experience in trauma-informed care, harm reduction, and wholistic treatment approaches is an asset.
- ☞ Experience with crisis intervention, Participant treatment planning and multidisciplinary teamwork is an asset
- ☞ Experience in fostering a community-based approach to care, including involving families and community members in the healing journey is an asset.

Behavioural Competencies:

- ☞ Honest and trustworthy
- ☞ Respect for confidentiality with a high sense of integrity
- ☞ Respectful of others and possess cultural sensitivity
- ☞ Display professional demeanor
- ☞ Build strong relationships and be approachable
- ☞ Demonstrate sound work ethics and positive team attitude
- ☞ Must be empathetic and non-judgmental.

Application Process:

If you are interested in this opportunity and possess the above list of qualities and requirements, please forward your resume and cover letter via mail, email, fax or in person to:

By Mail: Mohawks of the Bay of Quinte By Fax: 613-396-3627
24 Meadow Drive
Deseronto, ON K0K 1X0 By Email: careers@mbq-tmt.org
ATTN: Careers

For more information or a detailed job description, please contact Human Resources at (telephone) 613-396-3424 or (email) careers@mbq-tmt.org

To find out more about Mohawks of the Bay of Quinte, please visit our website at www.mbq-tmt.org

- *Internal Postings are for members of MBQ or active employees only (please advise/declare in your email and/or cover letter)*
- *The tentative interview date(s) are subject to change and are posted for planning purposes only*
- *MBQ is grateful for all who show interest in joining our team and take the time to apply, however, only those chosen for an interview will be contacted*
- *Late applications will not be considered*
- *MBQ is an equal opportunity employer, as well, MBQ references Canada's Aboriginal Employment Preferences Policy*
- *Must legally be eligible to work in Canada*
- *If you require accommodations for the interview, please let us know*
- *AI may be used in applicant selection, all final decisions are made in person*