



# Penticton Indian Band

841 Westhills Drive,  
Penticton, British Columbia  
Canada V2A 0E8

Telephone: 250-493-0048 Fax: 250-493-2882

July 16, 2024

## Employment Opportunity

The Penticton Indian Band (PIB) is currently seeking an ambitious and qualified individual to fill the following position:

<b>Position Title:</b>	Mental Health & Substance Use Worker	<b>Classification:</b>	\$ 24.75 – 40.00 (Based on education and experience)
<b>Department:</b>	Health	<b>Type:</b>	6
<b>Status:</b>	Full-time, Permanent	<b>Working Hours:</b>	Up to 35 hours per week
<b>Responsible To:</b>	Program Manager		
<b>Location:</b>	Snxastwilxtn Centre, 198 Outma Sqilxw Place, Penticton, BC, V2A 6J7		
<b>Deadline:</b>	<b>Open Until Filled</b>		

### Job Summary:

This position reports directly to the MHSU Lead, the position holder will be responsible for the mental health and addiction services within the Penticton Indian Band and Snxastwilxtn center to ensure the current developmental, treatment and psychosocial needs of children, youth and families are met. The mental health substance use specialist is responsible to ensure the policies, standards and procedures related to mental health and substance use are maintained, applied, and communicated to staff and are within the framework of the Penticton Indian Band. MHSU worker will work together with internal and external professionals to ensure continuity of programs and services with the goal to improve the overall mental health and wellness of the Penticton Indian Band community.

The MHSU is responsible to ensure the provision of holistic services for children and families is culturally appropriate and consistent with the philosophy and goals set by the Penticton Indian Band. The MHSU will be responsible to ensure the implementation of integrated services delivery from the point of intake to discharge for all children, youth and families receiving services from the Penticton Indian Band.

### Core Competencies:

- Maintain privacy and confidentiality
- Ability to work with a team
- Penticton Indian Band and First Nations Health Authority policy and procedures
- Experience and capable of using Electronic Medical Records (EMR)
- Understanding of First Nations culture and practices
- Practice using a PWLLE approach
- Trauma informed Practice guidelines
- Facilitate and participate in therapeutic activities and group sessions
- Experience using de-escalation techniques

## **Duties/Responsibilities:**

### **Job Responsibilities and Work Performed**

- Ensure the Penticton Indian Band MHSU program objectives and activities are monitored and evaluated. And ensuring a culturally based focus; maintaining the consistency of standards to ensure services and related programs express the policies and procedures of the Penticton Indian Band.
- Work within the perimeters of Mental Health and Wellness programs; ensuring program work plan are developed that contain specific program, measurable, attainable, and reasonable goals with timelines, and that work plans are implemented and available to supervisors.
- Penticton Indian Band MHSU services worker will be sure to ensure effective social services to community; this includes determining and assessing mental health needs, setting program priorities, implementing, planning and practice the status of the facilities, equipment and supplies used by clients.
- Promote the values and principles of the Okanagan – Syilx Mental Health and Wellness Plan within community and with partners

### **Planning and Program Development**

- Contribute to the effective evaluation of programs.
- Provide input into the Okanagan Syilx Mental Health and Wellness Plan.
- Remain current on regional, provincial, and federal mental health and wellness strategies to implement new opportunities.
- Support, as required, the development of funding proposals and grant applications.
- Ensuring all reports are completed in a timely manner.
- Actively participate in assigned PIB health Department and community events.
- Other duties as required.

### **Relationships**

#### Internally

- Reports to Programs Manager
- Team-based working environment with PIB Homecare Staff and other Health Department Staff

#### Externally

- External health care professionals (physicians, NP's etc....)

### **Decision Making**

This position is a first level support which will require a standard level of judgment and decision making.

## **Qualifications/Requirements:**

### **Minimum Academic/Educational Requirements**

- Certified training/degree in Counseling Psychology, Child & Youth Care, and/or Social Work from a recognized university (Master's in the field preferred)
- A focus on strength-based, clinically, and culturally valid interventions

### **Other Certification, Licenses, Designations and/or Training**

- Certified Suicide intervention training

- Facilitation training
- Electronic Medical Record training and/or other provincial health data system
- A reliable vehicle and valid BC Driver's License and driver's abstract required.
- Current criminal record (vulnerable sector) check with the RCMP.

### **Specific Job Skills and Levels**

- Professionally demonstrates ability to work with minimal supervision
- Ability to problem solve, ask for direction when needed
- Skilled in emergency, first response practices
- Maintain confidentiality
- Must be flexible and willing to work in a multi-disciplinary environment.
- Ability to develop and maintain positive working relationships
- Must possess excellent interpersonal and communication skills and the ability to work well with team members.
- Must be willing and able to continue training and education in area of specialty
- No history of personal substance abuse and /or addictions issues for at least 2 years
- The interpersonal skills required to work with other individuals and groups.
- Must be knowledgeable of the Federal and Provincial Government programs and plans.
- Follow appropriate professional standards and ethics.
- Active knowledge of traditional wellness and healing.
- Excellent computer (Microsoft Suite) and organizational skills
- Must have excellent written and verbal communication skills and presentation skills.
- Must have the ability to manage time and prioritize workload to efficiently deal with the workload expected of the position.

### **Minimum Level of Experience**

- Minimum 3-5 years of related experience with responsibility for providing mental health services to children youth and families
- Minimum 3-5 years of experience in a supervised counseling setting working with First Nations clients Youth and Families
- Minimum 3-5 years' experience in a supervisory and/or management related field
- Knowledge of Okanagan Syilx culture, protocol, and language
- Experience working in a First Nations community is essential

### **Personality Traits (Required to be successful in position)**

- Dependable, Reliable, Approachable
- Clear and concise communicator
- Initiative, self-motivator, Flexible
- Confident, strong in making sound judgment decisions
- Ability to work in a team setting

### **Assets:**

- Knowledge of vicarious trauma and self-care techniques and training.
- Indigenous Ancestry preferred
- Experience in working with Indigenous Band or organization.

### **Working Conditions:**

- All work done at Snxastwilxtn Centre, or outreach to homes, client aftercare – meet client where they are at.

- Supportive Team environment.
- Physical activity involved may include picking up heavy objects, kneeling, bending, or lifting and may be on your feet for long periods of time.
- May deal with difficult clients; this can be stressful and frustrating at times.
- Flexible work hours/willingness to work on evenings and weekends.

Preference will be given to qualified Aboriginal applicants as per section 21 of the Human Rights Code.

\*All Penticton Indian Band employees are encouraged to learn about the culture, language and customs of the Okanagan people and must be willing to continuously upgrade their skills and knowledge and further their formal education.

The Penticton Indian Band offers a competitive compensation and benefits package as well as a great team and respectful work environment. If you are qualified and looking for an exciting and rewarding career. Please send a resume and cover letter to the attention of:

**Armando O. Lopez, HR Manager  
Penticton Indian Band**

**Mail:** 841 Westhills Drive      **Fax:** (250) 493-2882  
Penticton, BC V2A 0E8      **Email:** [jobs@pib.ca](mailto:jobs@pib.ca)

**In Person:** PIB Administration Offices – 841 Westhills Drive, Penticton, BC

*The Penticton Indian Band provides equal employment opportunities to all, regardless of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, political belief, creed, disability that does not prohibit performance of essential job functions or that cannot be accommodated, or conviction for which a pardon has been granted. However, where two or more applicants have comparable or equivalent skills and qualifications, preference shall be given, in the following order, to persons with specific knowledge of and/or experience with Sn'Pink'tn(Penticton) language (N'syilxcen), culture, history and customs; persons of Aboriginal, Métis or Inuit ancestry; and all others. We thank all those who apply; however, only those candidates selected for interview will be contacted.*