

Rainy River First Nations – Job Posting

DIRECTOR OF ADDICTIONS, TREATMENT AND RECOVERY ADDICTIONS DEPARTMENT

Full-Time Permanent

Please apply by April 17th, 2026



The Director of Addictions, Treatment and Recovery Services provides strategic, operational, and clinical leadership for Rainy River First Nations' addictions and recovery programming. This role ensures culturally appropriate services are designed and delivered to address substance use, mental health challenges, harm reduction needs, and long-term wellness for both on- and off-reserve community members. The Director leads program development, funding strategies, partnerships, clinical supervision, and staff management to strengthen access to care, reduce service gaps, and support community healing.

PRIMARY ACCOUNTABILITIES

Strategic Leadership and Community Alignment

- Provide strategic direction for addictions, treatment, and recovery programs to align with leadership's vision and community wellness priorities.
- Analyze organizational issues, research best practices, and develop strategic recommendations.
- Engage with community members to ensure programs reflect cultural protocols and emerging needs.
- Lead development of policies and procedures for outreach and treatment services.
- Identify service gaps and opportunities to enhance or expand addiction programming.

Program Development and Clinical Oversight

- Guide the development and improvement of prevention, treatment, and recovery initiatives.
- Provide clinical supervision and daily support to staff to ensure best practices.
- Oversee assessment of treatment and outreach needs and establish program priorities.
- Support workshops, training, and inter-community knowledge sharing.
- Ensure program processes remain consistent with strategic and cultural standards

Partnerships, Outreach and Community Engagement

- Build and maintain partnerships with communities, agencies, schools, and service organizations.
- Strengthen outreach services, particularly for off-reserve members and families.
- Promote culturally grounded harm-reduction and wellness initiatives.
- Represent the program in community and inter-agency collaborations.
- Ensures services reflect traditions, culture, and holistic wellness.

Staff Leadership and Human Resources Management

- Collaborate with Human Resources and Manager of Administration on the recruitment, selection, onboarding, and retention of program staff.
- Provide supervision, coaching, and performance evaluations.
- Ensure staff comply with policies, protocols, and program direction.
- Support staff development through training and mentorship.
- Promote a positive, accountable, and supportive team environment.

Financial Management, Funding and Reporting

- Develop, forecast, and manage program budgets.
- Approve financial requests within signing authority and monitor expenditures.
- Prepare required reports for Chief and Council, Indigenous Services Canada, and Rainy River First Nations Trust.
- Seek and maintain funding relationships through proposals and reporting.
- Allocate financial and human resources to support program priorities.

POSITION REQUIREMENTS

Communication/Interpersonal Skills

- Ability to build trust with community members, staff, and partners.
- Strong oral and written communication skills.
- Navigate sensitive issues with professionalism and cultural awareness.
- Skilled at community engagement and consensus-building.

Problem Solving & Judgement

- Manage complex challenges involving clients, staffing, and service gaps.
- Exercise sound judgment in clinical and operational decisions.
- Recognize when issues must be escalated for approval.
- Apply cultural knowledge to ensure decisions reflect community best practices.
- Balance competing priorities and resource limitations.

Knowledge, Skills, and Abilities

- Post secondary degree in social work or related degree. A combination of equivalent education or experience in related field may be considered
- Coursework in leadership, addictions, or mental health.
- 3-5+ years experience in addictions, mental health, social services, or supervisory roles.
- Knowledge of addiction treatment models, harm reduction, and recovery frameworks.
- Understanding of First Nations culture, wellness approaches, and community service design.
- Proficiency in Microsoft Office and ability to prepare budgets, proposals, and program materials.
- Knowledge of employment legislation and staff management principles.

Additional Requirements:

- Satisfactory Criminal Record Check and vulnerable sector screening.
- Valid driver's license and satisfactory driver's abstract with access to reliable transportation to and from work.
- Adherence to Rainy River First Nations' Drug Testing Policy.
- Adherence to Rainy River First Nations' Oath of Confidentiality.
- Abide by the Rainy River First Nations Personnel Policy.

WORK ENVIRONMENT

- Travel may be required at times
- Manual dexterity to use desktop computer and peripherals.
- Walking, standing, lifting and moving up to 25lbs may be required
- Office setting with frequent interaction in residential care environment.
- High emotional demands when supporting clients in recovery.
- Requires resilience and effective stress management strategies.

PERKS & BENEFITS

As a valued team member, you will be eligible for:

- 2 weeks paid vacation
- 2 weeks paid Christmas closure
- 100% employer-paid health and dental benefits
- Employer pension contribution matching
- Five (5) personal leave days per year
- Ten (10) paid sick days per year

How to Apply:

Please submit a cover letter and current resume to: hr@manitourapids.ca by April 17th, 2026.

We thank all applicants for their interest; however, only those selected for an interview will be contacted.

2025 - 2028

Rainy River First Nations Chief & Council

We extend our warm welcome and encourage all interested individuals to submit their application for employment opportunities in a safe and non-discriminatory environment. Our focus and inspiration originate with the Grandfather Teachings of Love, Respect, Truth, Honesty, Humility, Courage, and Wisdom.

To learn more about Rainy River First Nations and other employment opportunities we have available, scan the QR code or visit www.rainyriverfirstnations.com

