



**Canadian Mental
Health Association**
New Brunswick
Mental health for all

**Association canadienne
pour la santé mentale**
Nouveau-Brunswick
La santé mentale pour tous

Position: Provincial Indigenous Wellness Lead - NB-IYS

Location: New Brunswick, Remote or In-person Permanent Full-Time

About CMHA of NB

The Canadian Mental Health Association of New Brunswick Inc. (CMHA of NB) is part of a nationwide, voluntary organization that envisions a country where mental health is a universal human right. CMHA of NB work is guided by the mission of ensuring that all people in New Brunswick experience good mental health and well-being.

CMHA of NB is STEADFAST and has long fought to improve the state of mental health in New Brunswick, yet acknowledges that the work is ongoing and remains committed to this important task. CMHA of NB is INCLUSIVE and strives for all people in New Brunswick to see themselves represented and served by CMHA of NB. The organization values the voice of those who have experienced mental illness and recognize a diverse range of mental health approaches.

CMHA of NB is PROACTIVE, with leaders who value action over mere talk, and is committed to innovation and forward-thinking to continually address and improve mental health in New Brunswick. Furthermore, CMHA of NB is COMPASSIONATE, approaching its mission with empathy, care, love, and kindness.

CMHA of NB, being COLLABORATIVE, mobilizes and marshals resources, partners, and people to come together to realize necessary changes in our communities and in the mental health system in New Brunswick. CMHA of NB provides a wide range of services and supports to people who are experiencing mental illness, their families, friends, and the public. One of the core goals of these services is to help people with mental illness develop the personal tools to lead meaningful and productive lives.

Position Summary:

The Provincial Indigenous Wellness Lead for New Brunswick Integrated Youth Services (NB-IYS) plays a key leadership role within the NB-IYS program and is responsible for integrating cultural knowledge, cultural safety, and community protocols into youth mental health and wellness services. This role focuses on designing, implementing, and evaluating culturally responsive programs for youth across the province. The position ensures that NB-IYS hub services are inclusive, community-informed, culturally responsive, and trauma-informed for youth, especially for Indigenous communities.

The Provincial Indigenous Wellness Lead will work collaboratively with youth, caregivers, community partners, Elders, cultural leaders, and service providers to strengthen cultural connection, equity, and belonging across the NB-IYS network.

Responsibilities:

Culturally Responsive Program Design & Delivery

- Develop, implement, and monitor culturally grounded programs, services, and resources for youth and families, ensuring they are culturally relevant and meet the needs of Indigenous communities.
- Embed Indigenous ways of knowing, cultural safety practices and approaches into program models and activities.
- Co-create programming with youth, Elders, Knowledge Keepers, cultural leaders, and community-based organizations.
- Evaluate program impact and adapt programming, identify and resolve issues, and make recommendations for improvements to ensure responsiveness and relevance.

Community & Stakeholder Engagement

- Build and maintain trusting relationships with Indigenous communities and First Nations organizations.
- Facilitate meaningful youth engagement and support Indigenous youth advisory groups from diverse backgrounds.
- Coordinate provincial gatherings, cultural events, workshops, and training opportunities.
- Act as a liaison between NB-IYS sites and cultural partners, to support the co-design of tailored projects and enhance collaboration and service integration.

Training, Capacity Building & Knowledge Mobilization

- Lead training and capacity-building efforts on cultural competency, anti-racism, trauma-informed care, and culturally safe practices for NB-IYS staff and partners.
- Develop and share tools, guides, and resources that promote inclusive and culturally respectful service delivery.
- Promote evidence-informed and community-derived best practices across the NB-IYS network.
- Organize training, workshops, and skill-enhancement opportunities for staff or volunteers (e.g., Child and Youth Workers).

Strategic Advising & System Influence

- Provide expert advice on cultural considerations for provincial strategies, governance, communications, and program planning.
- Ensure that policies and practices reflect the cultural needs and rights of Indigenous and racialized youth.
- Contribute to evaluation frameworks, reporting, and strategic planning with a cultural lens.

Qualifications:

- A university degree in Arts, Humanities, social sciences, Indigenous studies, community development, social work, education, intercultural studies, or a related field.
- Minimum 3 years of experience in arts/culture sector, program development and coordination, youth engagement, and working with Indigenous communities, culturally diverse youth, or other diverse, underserved groups.
- Demonstrated commitment to diversity, equity, and inclusion.

- Lived or community experience, will be as strong asset.
- Knowledge of trauma-informed practices and cultural safety is an asset.
- A combination of related work experience and education may be considered.
- Proficiency in Microsoft Office 365 (Word, Excel, PowerPoint), SharePoint, and digital database management.
- Proficiency in both English and French is an asset.
- A valid Work Permit is mandatory for temporary residents.
- Residency in New Brunswick (NB) or willingness to relocate is mandatory.
- A new Criminal Record and Vulnerable Sector Check is mandatory.

Core Competencies:

- Interpersonal Relationship
- Networking
- Communication
- Service Orientation
- Self-Development
- Accountability
- Values, Ethics, Integrity
- Equity, Diversity and Inclusion (EDI)
- Financial Acumen
- Flexibility
- Self-Management and Resilience
- Teamwork and Collaboration
- Leadership and developing others
- Strategic Thinking
- Project Management
- Change Management
- Creative Problem Solving & Decision Making

Knowledge, Skills, & Abilities:

- Strong understanding of Indigenous cultures, histories, community protocols, and ways of knowing, settlement processes, and cultural adjustment challenges that impact youth wellbeing.
- Knowledge of cultural safety, antiracism, EDI principles, and trauma-informed, strengths-based, and healing-centered practices relevant to culturally diverse youth populations and how to apply them in youth-serving environments.
- Understanding of youth mental health, community-based wellness models, integrated service systems, and related provincial policies on youth services, Indigenous rights, including cross sector collaboration
- Ability to design, implement, and evaluating culturally responsive programs, including developing logic models and monitoring progress.
- Strong written and verbal communication, with skill in public speaking, facilitation, and training delivery on cultural competency, anti-racism, trauma-informed care, and culturally safe practices tailored to diverse audiences.
- Demonstrated ability to build trust and partnerships with Indigenous communities, youth groups, and cultural partners.

- Ability to articulate cultural concepts clearly and respectfully and to translate knowledge into practical tools, resources, and guidelines.
- Ability to navigate sensitive cultural or interpersonal situations with diplomacy, respect, and emotional intelligence.
- Capacity for creative, culturally grounded approaches to address emerging issues and needs.
- Ability to work respectfully and effectively with Indigenous youth and integrate cultural perspectives into programs, policies, and evaluation across the NB-IYS system.
- Ability to demonstrate cultural humility, practice self-reflection, and adapt based on community guidance and protocols.
- Ability to engage Elders, Knowledge Keepers, and community cultural leaders in a respectful, protocol honoring manner.
- Ability to navigate complex systems, balancing multiple perspectives while maintaining youth-centered and culturally grounded approaches.
- Ability to work independently, exercise sound judgment, especially when working with sensitive cultural or mental health topics, manage competing priorities and maintain organization in fast paced environments.
- Commitment to maintaining confidentiality, professionalism, and ethical integrity, especially when handling personal, sensitive cultural, or mental health information.
- Ability to model empathy, emotional regulation, and resilience, contributing to a culturally safe and healthy work environment.

Other Attributes:

- Passionate about mental health advocacy and community well-being.
- High emotional intelligence and empathy in leadership.
- Commitment to ethical and evidence-based practices.

Working Conditions:

- **Work Environment:**

- Primarily based in an office setting with flexibility for remote work as needed.
- Occasional travel within New Brunswick to attend meetings, community events, and community partners engagements.
- Collaborative and team-oriented work culture, with engagement across multiple departments and external partners.

- **Work Hours:**

- Full-time position, with a standard workweek of 37.5 hours.
- Occasional evening and weekend work may be required.
- Flexibility in schedule to balance organizational needs with work-life balance.

- **Physical & Mental Demands:**

- Requires sustained periods of sitting, working at a computer, and attending virtual or in-person meetings.
- Fast-paced environment with multiple priorities, requiring strong time management and decision-making skills.

- Emotional resilience needed when handling sensitive mental health-related topics and high-stakes advocacy.
- High level of accountability, requiring creative thinking and problem-solving.

- **Health & Safety Considerations:**

- Regular adherence to occupational health and safety policies, especially when attending community sites or working with vulnerable populations.
- Exposure to emotionally charged situations and discussions, requiring strong self-care practices and support mechanisms.

How To Apply:

- Please submit your resume and cover letter **in one PDF file** to careers@cmhanb-acsmnb.ca.
- CMHA of NB is committed to building a skilled and diverse workforce that reflects the New Brunswickers we serve. As an equal opportunity employer, we actively support workplace equity for all persons, and are committed to including and reflecting the population we serve. CMHA of NB encourages applicants to identify as belonging to one of the designated groups of the Employment Equity Act. Preference shall be given to those who demonstrate they are among the most qualified as stated above. Employment Equity Act

We thank all those who apply; however, only those selected for further consideration will be contacted.