



Employment Opportunity

Position: **Health and Safety Advisor**

Status: Full-time Term Contract

Opening Date: December 2, 2025

Location: Thunder Bay, ON

Posting Reference #: NTC-202602

Contract End Date: September 30, 2029

Closing Date: January 4, 2026

Join Nokiiwin Tribal Council as we proudly enter our 20th year of operation! We are a dynamic non-profit organization dedicated to empowering and supporting our member First Nation communities through programs in governance, health and safety, finance, justice, economic development, planning, technical services, and education. Guided by the cultural wisdom of the Seven Sacred Teachings—Love, Bravery, Respect, Honesty, Truth, Wisdom, and Humility—we foster a respectful and inclusive workplace that prioritizes physical, psychological, and cultural safety. Be part of a meaningful journey toward community well-being and unity.

Join Nokiiwin Tribal Council as a Health & Safety Advisor and make a real difference! We're seeking an experienced, knowledgeable, and motivated professional to help drive the G'minoomaadozimin "We Are Living Well" initiative forward. In this collaborative, team-focused role, you'll work closely with the Health & Safety Team and report to the Manager of Health, Safety and Wellness to deliver culturally safe, trauma-informed, and community-driven health and safety programs—while advancing the WSIB Health and Safety Excellence Program (HSEp). Your efforts will support Nokiiwin's member First Nation communities, Indigenous-owned businesses, and community-based initiatives, creating safer, healthier environments where people can thrive. If you're passionate about health, safety, and wellness and want to contribute to meaningful change, we'd love to hear from you!

Summary of Duties:

- Foster a Culture of Safety and Wellness by embedding trauma-informed practices and Indigenous values across all initiatives.
- Strengthen Workplace Health and Safety Capacity through culturally relevant training, mentoring, and technical support.
- Advance [WSIB Health and Safety Excellence Program \(HSEp\)](#) participation, guiding Indigenous-led businesses and communities toward measurable safety improvements using the Plan-Do-Check-Act (PDCA) model for continuous improvement.
- Develop and share culturally relevant safety resources that integrate Nokiiwin's Nagachidisin CARE Model (Collaborate, Assess, Respond, Evaluate/Educate) and reflect Anishinaabe teachings.
- Embed Indigenous Cultural Practices in hazard identification, risk assessment, psychological health, and wellness strategies.
- Support Community-Led Decision-Making and Reconciliation through culturally safe programming and collaborative approaches.
- Coordinate and Collaborate with Steering Committees, Health and Safety Associations, and subject matter experts to enhance program delivery.
- Lead Psychological Health and Safety Initiatives that respect traditional teachings and community priorities.
- Implement Funding Proposal Deliverables under the guidance of the Manager, ensuring alignment with Indigenous values.
- Provide Technical Support for health and safety compliance to communities and businesses.
- Develop Workplans, Budgets, Policies, and Procedures that reflect cultural safety and organizational goals.
- Facilitate Local Safety Meetings, Consultations, and Workshops in a timely and culturally appropriate manner.
- Track Participation, Outcomes, and Safety Metrics across communities and projects, ensuring continuous improvement.
- Prepare Evidence for WSIB Validation by monitoring, measuring, and analyzing health and safety outcomes.
- Maintain Documentation and Contribute to Reporting and Funding Proposals as required.
- Participate in Cultural Sensitivity and Trauma-Informed Training as part of ongoing professional development.

Preferred Qualifications:

- Post-secondary degree or diploma in Occupational Health and Safety, Indigenous Health, or a related discipline.
- Health and safety credentials or training such as Joint Health and Safety Committee (JHSC), WHMIS, and First Aid.
- Demonstrated experience working with First Nations communities or Indigenous organizations, including culturally responsive program delivery.
- Proven ability to implement health and safety programs using continuous improvement frameworks (e.g., Plan-Do-Check-Act).
- Familiarity with WSIB Health and Safety Excellence Program requirements and evidence-based reporting practices.
- Skilled in consultation and facilitation that respects cultural protocols and promotes inclusion.
- Fluency in Anishinaabe language and deep understanding of Anishinaabe culture and heritage are strong assets.
- Successful completion of Level 1 Police Criminal Record Check (PCRC).
- Valid Class G driver’s license and willingness to travel regularly to member communities.

At Nokiiwin Tribal Council, we offer:

- Health and Wellness: Excellent health, vision care, and dental benefits for eligible full-time employees.
- Financial Security: A Defined Contribution Registered Pension Plan (RPP) with competitive company matching options for eligible full-time employees.
- Environment: An exciting, supportive, and fun work environment where collaboration and cultural values thrive.
- Professional Growth and Development Opportunities.

Ready to make a difference?

Apply today and become part of our dynamic team!

Interested applicants are encouraged to **apply online at www.indeed.com** by **submitting a single PDF document** that includes their cover letter, resume, and three (3) professional references by:

Sunday January 4, 2026

We encourage all qualified candidates to apply for this position. Preference will be given to applicants who self-identify as First Nations, Inuit, or Métis, as part of our commitment to supporting Indigenous communities and advancing reconciliation.

Only candidates who meet the qualifications and are granted an interview will be contacted.

Nokiiwin is an equal opportunity employer and is committed to providing employment accommodation in accordance with the Canada Labour Code and Accessible Canada Act. If you require accommodation to apply or if selected to participate in an assessment process, please advise Human Resources.

Learn more at www.nokiiwin.com/work

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