



JOB POSTINGS



We Wai Kai Nation
690 Headstart Crescent
Campbell River, BC V9H 1P9
250-914-1890

Job Posting

Casual Home Support Worker - Cape Mudge

Who We Are

We, the We Wai Kai, embrace our language and culture to build a proud, healthy, safe, and self-sufficient community. We support and encourage each other to thrive through following the footsteps of our ancestral history, as stewards of our lands and waters, while balancing our role in modern day society.

Today, we are proud of our efficient government operations, ensuring a high quality of life for our members. To enhance this, we are also focused on existing and emerging economic development opportunities that will position us for continued growth and re-investment in our community. We pride ourselves on being a strong, self-sufficient Nation and look forward to what the future holds.

Responsibilities and Duties

Home Care Worker – Cape Mudge

- Light housekeeping
- Meal preparation
- Positive and respectful interactions with Elders

Preferred Qualifications & Experience – Previous related experience is preferred but not necessary.

- Strong work ethic
- Respectful towards, and an affinity for, Elders
- Able to complete job tasks independently
- Clean criminal record (you will be required to provide a criminal record check if hired)
- Reliable transportation as job requires visiting several homes
- Positive and respectful outlook towards job, other employees, and the Elders you will serve
- Understanding and appreciation of the cultural values of the Nation

Physical Requirements and Working Conditions:

This position requires the physical activities associated with housework and meal preparation.

Hours: Casual, potential to lead to full-time. The hours are between 8:30am-4:30pm Monday-Friday.

Note: The clients for this position all reside in Cape Mudge.

Hourly Rate: \$26/Hr.

How to apply:

Submit a resume to Michelle Billy:

Email: michelle.billy@wewaikai.com

Phone: 250-914-1890, ext. 106

Fax: 250-914-1891

In Person: 690 Head Start Cres. Campbell River, BC V9H 1P9

Closing Date: Open until filled



We Wai Kai First Nation

690 Headstart Crescent
Campbell River, BC
V9H 1P9

Job Posting Bookkeeper

Education, Qualifications, and Experience

The incumbent must have previous experience working with payroll, benefits administration, accounts payable/receivable, and general ledger transactions.

Extensive experience with data entry, record keeping and computer operations, including the Microsoft Office Suite and Adagio Accounting system are required

Skills and Abilities:

The Bookkeeper must demonstrate:

- Ability to work effectively to tight deadlines
- Strong analytical and problem-solving skills
- Ability to understand and carry out oral and written instructions with attention to details and accuracy
- A high level of personal motivation and an ability to work independently
- Flexibility in work habits and handling of dynamic situations
- Discrete handling of confidential and private information
- Advanced computer and Microsoft Office Suite skills

Personal Attributes:

The Bookkeeper must demonstrate the following personal attributes.

- Strong interpersonal skills; calm, pleasant and helpful
- Strict adherence to confidentiality, privacy, and code of ethics practices and policies
- Respect and professionalism
- Cultural awareness and sensitivity
- Personal organizational skills
- Punctuality
- Trustworthy and reliable
- Criminal records check required

Job Type: Full-time

The salary range for this position is \$45,000 to \$55,000, and includes a full benefit package and pension plan.

Please submit your cover letter and resume to careers@weiwaikai.com by November 27, 2024.

Only those selected for an interview will be contacted



We Wai Kai First Nation

690 Headstart Crescent
Campbell River, BC
V9H 1P9

Job Posting Bookkeeper

Education, Qualifications, and Experience

The incumbent must have previous experience working with payroll, benefits administration, accounts payable/receivable, and general ledger transactions.

Extensive experience with data entry, record keeping and computer operations, including the Microsoft Office Suite and Adagio Accounting system are required

Skills and Abilities:

The Bookkeeper must demonstrate:

- Ability to work effectively to tight deadlines
- Strong analytical and problem-solving skills
- Ability to understand and carry out oral and written instructions with attention to details and accuracy
- A high level of personal motivation and an ability to work independently
- Flexibility in work habits and handling of dynamic situations
- Discrete handling of confidential and private information
- Advanced computer and Microsoft Office Suite skills

Personal Attributes:

The Bookkeeper must demonstrate the following personal attributes.

- Strong interpersonal skills; calm, pleasant and helpful
- Strict adherence to confidentiality, privacy, and code of ethics practices and policies
- Respect and professionalism
- Cultural awareness and sensitivity
- Personal organizational skills
- Punctuality
- Trustworthy and reliable
- Criminal records check required

Job Type: Full-time

The salary range for this position is \$45,000 to \$55,000, and includes a full benefit package and pension plan.

Please submit your cover letter and resume to careers@wewaikai.com by November 27, 2024.

Only those selected for an interview will be contacted



We Wai Kai Forestry LP
690 Headstart Cres.,
Campbell River, BC V9H 1P9

JOB POSTING

OPERATIONS MANAGER

We Wai Kai Forestry LP

We Wai Kai Forestry is seeking a highly qualified and experienced Operations Manager to join our team in Campbell River, BC.

The Operations Manager will be responsible for overseeing various aspects of our forestry operations, including managing the log brokering contractor, the engineering and tenure consulting contractor, and the logging and construction contractors. This position requires a hands-on individual with strong leadership skills, a deep understanding of forestry operations, and the ability to effectively manage multiple contractors and projects.

Key Responsibilities and duties

- Oversee and coordinate the activities of the log brokering contractor, engineering and tenure consulting contractor, and logging contractors to ensure compliance with company policies and industry regulations.
- Develop and maintain relationships with contractors, stakeholders, and regulatory agencies to support the successful execution of forestry operations.
- Monitor and analyze forestry operations to identify areas for improvement and implement strategies to enhance efficiency and productivity.
- Manage budgets, timelines, and resources effectively to ensure projects are completed on time and within budget. Work with operations accountants on contracts and rate negotiations, and review invoicing to ensure it meets the terms as such.
- Conduct regular site visits and inspections to assess contractor performance, safety practices, and environmental compliance.
- Collaborate with internal teams, including environmental specialists, procurement, and finance, to support overall company objectives.
- Keep abreast of industry trends, regulations, and best practices to drive innovation and continuous improvement in forestry operations.

Qualifications and skills

- Bachelor's degree in forestry, Natural Resources Management, or related field (advanced degree preferred).
- Minimum of 5 years of experience in forestry operations, including experience in managing contractors and projects.
- Strong knowledge of forestry practices, regulations, and environmental stewardship.
- Excellent communication, leadership, and interpersonal skills.
- Ability to work independently, make decisions in a fast-paced environment, and prioritize tasks effectively.
- Proficiency in Microsoft Office and forestry management software.
- Valid driver's license and ability to travel to project sites as needed.
- Criminal records check



We Wai Kai Forestry LP
690 Headstart Cres.,
Campbell River, BC V9H 1P9

Please note that this position is not a remote work opportunity and requires the Operations Manager to be based in Campbell River, BC, to effectively oversee on-site operations and contractors. This role demands a dedicated and focused individual who can successfully manage multiple responsibilities in a dynamic work environment.

What We Wai Kai Forestry offers:

Benefits:

- A healthy extended benefit package
- A matched pension plan
- A variety of leaves
- Learning and Development Opportunities

Salary: \$160,000 - \$175,000 per year based on education and experience

Email resume to: careers@wewaikai.com

Closing date: until filled



Are you interested in working on the John Hart Dam Seismic Upgrade Project?

Currently accepting applications

This project will ensure the continued supply of safe, reliable power for surrounding communities. Aecon-EBC General Partnership (AEGP) is working on the first phase of a two-phase civil construction contract to deliver the John Hart Dam Seismic Upgrade project in Campbell River, British Columbia. The scope of work involves upgrading earth stabilizing infrastructure to improve the seismic resiliency of the existing John Hart Dam.

Labour training that would be an asset:	Potential Tasks could include:
<ul style="list-style-type: none"> • Fall Protection Certification 	<ul style="list-style-type: none"> • Janitorial
<ul style="list-style-type: none"> • Clean shaven (Fit Test Ready) 	<ul style="list-style-type: none"> • Rock drilling and Rock scaling
<ul style="list-style-type: none"> • WHIMIS • Confined Space • First Aid Level 3 	<ul style="list-style-type: none"> • Concrete demolition with jackhammers, rock splitter, air drills/chisels, • Concrete placing/finishing
<ul style="list-style-type: none"> • Local 	<ul style="list-style-type: none"> • Carpenters' helper
<ul style="list-style-type: none"> • Rigging 	<ul style="list-style-type: none"> • Formwork stripping
<ul style="list-style-type: none"> • Physically Demanding - demanding climbing ladders, scaffolds, slopes, trenches 	<ul style="list-style-type: none"> • Manual labour, working with shovels, picks, brooms

These qualifications may change depending on the contractor putting in the request but should be standard minimum qualifications.

HOW TO APPLY:

- Email Columbia Hydro Constructors at chcgeneral@bchydro.com
- Send Resume, Cover letter & proof of additional certifications

FOR INFORMATION or SUPPORT WITH APPLICATION:

Connie Strayer-SW Regional Specialist

Indigenous Employment & Training

connie.strayer@bchydro.com



BC Hydro
Power smart

See full postings, qualifications & application steps at:

chcgeneral@bchydro.com

About the Tsákwá'lután Healing Centre

We, the We Wai Kai Nation, embrace our language and culture to build a proud, healthy, safe, and self-sufficient community. We support and encourage each other to thrive by following the footsteps of our ancestral history as stewards of our lands and waters, while balancing our role in modern-day society.

The Tsákwá'lután Healing Centre, located on Quadra Island, represents a vision for addiction recovery with the goal of restoring lives, families, and empowering communities. Our approach is to destigmatize addiction as an individual issue and to engage, educate, and empower individuals, families, and communities in the recovery process. We achieve this by integrating the best of Western medicine with our traditional healing practices and values.

About the Opportunity

We have an exciting opportunity for a full-time **Registered Nurse** based on **Quadra Island, BC**.

We are seeking a compassionate and skilled Registered Nurse with addiction treatment experience and Opiate Agonist Therapy (OAT) certification to join our team full-time. This role is integral to providing comprehensive care to our clients, supporting them through their recovery journeys with dignity and respect.

More specifically, your responsibilities include, but are not limited to:

Client Care and Support

- Provide direct nursing care to clients, following the standards of the BC College of Nurses and Midwives (BCCNM).
- Develop and implement individualized care plans, integrating traditional Indigenous healing with evidence-based Western medical practices.
- Administer medications, including OAT, ensuring safe handling, storage, and documentation in compliance with BCCNM standards.
- Facilitate client education in addiction management, health promotion, and self-care, utilizing a holistic approach aligned with client needs.
- Monitor and assess client health, addressing acute and chronic conditions, and ensure timely follow-up care.

Collaboration and Communication

- Work as part of a collaborative team of clinical and support staff, contributing to a respectful and cohesive care environment.
- Maintain accurate, confidential client records, and communicate relevant client updates and concerns to the clinical team.
- Participate actively in case reviews, care planning, and team meetings.

Communication Health and Education

- Promote health education within the community, supporting addiction prevention, harm reduction, and wellness programs.
- Advocate for clients' self-determination in their health care journey, fostering a supportive environment for clients to express their needs.

Safety and Compliance

- Respond to medical emergencies and incidents, following established protocols.
- Uphold legal and ethical standards relating to consent, confidentiality, and professional conduct as outlined by BCCNM and relevant policies.

Cultural Competency

- Respect and demonstrate Indigenous ways of knowing, being, and doing in all interactions.
- Embrace cultural respect, relevance, reciprocity, and responsibility, continuously learning to model these values.
- Exhibit and practice cultural humility and reverence in all aspects of care.
- Perform additional tasks and responsibilities as required to support the team and organizational objectives.

About You

To qualify, you will need a degree, diploma, or an equivalent combination of education and experience in the addictions and mental health field.

Additionally, the following skills and background will be highly valued:

- Be a Registered Nurse in good standing with the BCCNM
- Have experience in addiction treatment, with certified practice in OAT
- Demonstrate a deep understanding and respect for Indigenous cultures, traditional practices, and the impact of intergenerational trauma
- Possess strong communication skills and the ability to document clinical information accurately and timely.
- Ability to work effectively as part of a team and manage sensitive information with discretion.
- Be resilient, capable of managing stress, and work well under pressure.
- First Aid, CPR, and naloxone certification, or willingness to obtain

As a prospective Registered Nurse, you are compassionate, attentive, and dedicated to providing holistic care that supports individuals on their journey to recovery. You hold strong ethical practices and principles, demonstrating respect for diverse beliefs and values, particularly those rooted in Indigenous cultures. You are adaptable and resilient, thriving in a dynamic healthcare environment that balances traditional healing methods with evidence-based care. Your commitment to high standards ensures that clients feel safe, respected, and valued in every interaction. By working collaboratively with our multidisciplinary team, you help create a cohesive and supportive atmosphere that empowers clients to achieve wellness.

About the Benefits

A competitive salary range of **\$90,000 – \$120,000** per annum and a host of excellent benefits including:

- Extended health, dental, and vision coverage
- Pension with up to 9% employer match
- Pick-up and drop-off available from Campbell River ferry
- Beautiful facility along the ocean

How to Apply

Interested candidates are invited to submit their application package to info@healingcentre.ca.

Application packages should consist of a letter of interest outlining how your previous experience and education align with this position and a most recent CV together in one PDF document. If you would like to learn more, inquiries before application submission are also welcome.

We encourage applicants to submit applications as soon as possible as applicants will be reviewed on an ongoing basis. We thank all applicants for their interest; only those selected for an interview will be contacted.

Please note – the successful candidate must provide three references and a clear criminal record check, including a vulnerable sectors check. Preference will be given to persons of Indigenous ancestry.



About the Tsakwa'lutaḡ Healing Centre

We, the We Wai Kai Nation, embrace our language and culture to build a proud, healthy, safe, and self-sufficient community. We support and encourage each other to thrive by following the footsteps of our ancestral history as stewards of our lands and waters, while balancing our role in modern-day society.

The Tsakwa'lutaḡ Healing Centre, located on Quadra Island, represents a vision for addiction recovery with the goal of restoring lives, families, and empowering communities. Our approach is to destigmatize addiction as an individual issue and to engage, educate, and empower individuals, families, and communities in the recovery process. We achieve this by integrating the best of Western medicine with our traditional healing practices and values.

About the Opportunity

We have an exciting opportunity for **Cultural Support Workers** based on **Quadra Island, BC**.

Cultural Support Workers play a crucial role in providing care and support to clients as they navigate their recovery journey. We are seeking dedicated and compassionate individuals to join our team. We are currently hiring for a variety of shifts, including days and evenings, seven days a week. All Cultural Support Workers will report directly to the Clinical Manager. Evening staff will have access to a designated Supervisor in case of emergency.

More specifically, your responsibilities include, but are not limited to:

Client Support

- Conduct client orientation to the facility, ensuring a seamless transition and strong initial relationship.
- Complete client intake/discharge forms and procedures.
- Assist clients with goals and activities, providing a safe and supportive environment.
- Monitor clients' well-being, reporting any questions or concerns to the clinical team.
- Provide emotional and practical support to clients throughout their stay.

Safety and Security

- Ensure the safety and security of the facility by conducting regular checks and monitoring client activity.
- Respond to emergencies and incidents according to established protocols.
- Administer first aid and support in medical emergencies as needed.
- Communicate and coordinate with the clinical team regarding bedding arrangements, including room changes, early departures, or extended treatments.

Communication and Documentation

- Maintain professional, accurate, and timely records of client interactions, progress, and any incidents.
- Electronically submit daily client data in FYI database software.
- Communicate effectively and respectfully with the clinical team, providing updates on client status and concerns.
- Assist with travel arrangements for clients as needed (e.g., off-site medical appointments, other professional services).

Facility Maintenance

- Assist with maintaining cleanliness and orderliness of the facility.
- Support the implementation of health and safety standards within the centre.
- Report any maintenance issues or safety hazards to the appropriate personnel.

Cultural Competency

- Respect and demonstrate Indigenous ways of knowing, being, and doing in all interactions.
- Facilitate ceremonies and support clients in participating in traditional healing practices.
- Teach land-based healing practices and share learnings on Western and Indigenous truth and reconciliation actions (e.g., smudging / brushing, river bathing, forest walks, etc.).
- Lead land-based cultural activities (e.g., drum making, blanket making, cedar weaving, canoeing, etc.)
- Exhibit and practice cultural humility and reverence, learning ongoing ways to model cultural respect, relevance, reciprocity, and responsibility.

Team Collaboration

- Work effectively as part of a diverse team of clinical professionals.
- Participate in team meetings and contribute to care planning and review processes.
- Provide support and assistance to team members as needed.
- Other duties as assigned.

About You

To qualify for the Cultural Support Worker position, you should ideally have previous experience in a supportive role within addiction treatment, mental health, or related fields. A background in working with individuals experiencing substance use disorders or mental health challenges is highly valued.

Additionally, the following skills and background will be required:

- Understanding and respect for Indigenous cultures and traditions
- Exhibit calm effectiveness in crisis
- Strong interpersonal and communication skills
- Ability to work effectively both as part of a team and independently
- Demonstrated ability to handle sensitive and confidential information with discretion
- Basic knowledge of addiction and mental health issues
- First Aid, CPR, and naloxone certification, or willingness to obtain
- Unrestricted Class 4 drivers' licence, or willingness to obtain

As our ideal candidate, you are compassionate, empathetic, and dedicated to supporting individuals on their recovery journey. You are adaptable and flexible, thriving in a dynamic and evolving environment. Your commitment to providing high-quality support and care ensures that clients feel valued, respected, and understood from their first interaction with the Tsakwa'lutan Healing Centre. Your ability to work collaboratively with clinical staff and other team members contributes to a holistic and supportive recovery.

About the Benefits

A competitive hourly wage of **\$35.00** and a host of excellent benefits including:

- Extended health, dental, and vision coverage
- Pension with up to 9% employer match
- Pick-up and drop-off available from Campbell River ferry
- Beautiful facility along the ocean

How to Apply

Interested candidates are invited to submit their application package to info@healingcentre.ca.

Application packages should consist of a letter of interest outlining how your previous experience and education align with this position and a most recent CV together in one PDF document. If you would like to learn more, inquiries before application submission are also welcome.

We encourage applicants to submit applications as soon as possible as applicants will be reviewed on an ongoing basis. We thank all applicants for their interest; only those selected for an interview will be contacted.

Please note – the successful candidate must provide three references and a clear criminal record check, including a vulnerable sectors check. Preference will be given to persons of Indigenous ancestry. Should the applicant be in recovery, it is required to identify your abstinence from mood-altering substances for two years at the time of application.



About the Tsakwa'lutan Healing Centre

We, the We Wai Kai Nation, embrace our language and culture to build a proud, healthy, safe, and self-sufficient community. We support and encourage each other to thrive by following the footsteps of our ancestral history as stewards of our lands and waters, while balancing our role in modern-day society.

The Tsakwa'lutan Healing Centre, located on Quadra Island, represents a vision for addiction recovery with the goal of restoring lives, families, and empowering communities. Our approach is to destigmatize addiction as an individual issue and to engage, educate, and empower individuals, families, and communities in the recovery process. We achieve this by integrating the best of Western medicine with our traditional healing practices and values.

About the Opportunity

We have an exciting opportunity for **Addiction Counsellors** based on **Quadra Island, BC**.

As an Addiction Counsellor, you will play a pivotal role in providing direct therapeutic support to individuals navigating substance use recovery. You will work closely with our multidisciplinary team to develop and implement personalized treatment plans that incorporate both traditional Indigenous healing practices and evidence-based Western approaches. Your work will be instrumental in helping clients navigate recovery, rebuild their lives, and strengthen connections with their community and culture.

More specifically, your responsibilities include, but are not limited to:

Client Support

- 1:1 support and regular meetings with clients, establishing therapeutic rapport.
- Case management and collaboration with Counsellors and other clinical staff.
- Assist clients in setting goals, tracking progress, and developing coping strategies for long-term sobriety.
- Completion of the Comprehensive Treatment Plan.
- Facilitate group therapy, workshops, and psychoeducational groups as directed by the program schedule.
- Monitor clients' well-being, reporting any questions or concerns to the clinical team.
- Create customized client plans based on client history and evidence-based treatment methods.
- Understand and utilize trauma-informed care practices.

Communication and Documentation

- Maintain professional, accurate, and timely records of client interactions, progress, and any incidents.
- Electronically submit client data in FYI database software.
- Communicate effectively and respectfully with the clinical team, providing updates on client status and concerns.

Cultural Competency

- Respect and demonstrate Indigenous ways of knowing, being, and doing in all interactions.
- Support client connection in traditional healing practices and ceremonies.
- Learn ongoing ways of modelling cultural respect, relevance, reciprocity and responsibility.
- Exhibit and practice cultural humility and reverence.

Team Collaboration

- Work effectively as part of a diverse team with other clinical professionals.
- Participate in team meetings and contribute to care planning and review processes.
- Provide support and assistance to team members as needed.

About You

To qualify, you will need a degree, diploma, or an equivalent combination of education and experience in the addictions and mental health field.

Additionally, the following skills and background will be highly valued:

- Deep understanding and respect for Indigenous cultures, traditions, and the impact of intergenerational trauma
- Strong skills in communication, report writing, clinical documentation, and presentations
- Excellent time-management abilities
- Ability to remain calm and effective under pressure
- Capable of responding calmly and efficiently in crisis situations
- Works well both independently and as part of a team
- Proven ability to manage sensitive and confidential information with discretion
- First Aid, CPR, and naloxone certification, or willingness to obtain

As a prospective Addiction Counsellor, you are compassionate, empathetic, and dedicated to supporting individuals on their recovery journey. You have sound ethical practices and principles with the ability to demonstrate tolerance and understanding for beliefs and values that differ from your own. You are adaptable and flexible, thriving in a dynamic and evolving environment. Your commitment to providing high-quality care ensures that clients feel valued, respected, and understood from their first interaction with the Tsəkwa'lutaŋ Healing Centre. Your ability to work collaboratively with other clinical staff and team members contributes to a holistic and supportive recovery.

About the Benefits

A competitive salary range of **\$70,000 – \$80,000** per annum and a host of excellent benefits including:

- Extended health, dental, and vision coverage
- Pension with up to 9% employer match
- Subsidized on-site housing
- Beautiful facility along the ocean

How to Apply

Interested candidates are invited to submit their application package to info@healingcentre.ca.

Application packages should consist of a letter of interest outlining how your previous experience and education align with this position and a most recent CV together in one PDF document. If you would like to learn more, inquiries before application submission are also welcome.

We encourage applicants to submit applications as soon as possible as applicants will be reviewed on an ongoing basis. We thank all applicants for their interest; only those selected for an interview will be contacted.

Please note – the successful candidate must provide three references and a clear criminal record check, including a vulnerable sectors check. Preference will be given to persons of Indigenous ancestry.



About the Tsakwa'lutan Healing Centre

We, the We Wai Kai Nation, embrace our language and culture to build a proud, healthy, safe, and self-sufficient community. We support and encourage each other to thrive by following the footsteps of our ancestral history as stewards of our lands and waters, while balancing our role in modern-day society.

The Tsakwa'lutan Healing Centre, located on Quadra Island, represents a vision for addiction recovery with the goal of restoring lives, families, and empowering communities. Our approach is to destigmatize addiction as an individual issue and to engage, educate, and empower individuals, families, and communities in the recovery process. We achieve this by integrating the best of Western medicine with our traditional healing practices and values.

About the Opportunity

We have an exciting opportunity for **Client Support Workers** based on **Quadra Island, BC**.

Client Support Workers play a crucial role in providing care and support to clients as they navigate their recovery journey. We are seeking dedicated and compassionate Client Support Workers to join our team. We are currently hiring for a variety of shifts including days, evenings, and nights, seven days a week. All Client Support Workers will report directly to the Clinical Manager. Evening and overnight Client Support Workers will have access to a designated Supervisor in case of emergency.

Your responsibilities include, but are not limited to:

Client Support

- Conduct client orientation to the facility, ensuring a seamless transition and strong initial relationship.
- Complete client intake / discharge forms and procedures.
- Assist clients with goals and activities, providing a safe and supportive environment.
- Monitor clients' well-being, reporting any questions or concerns to the clinical team.

Safety and Security

- Ensure the safety and security of the facility by conducting regular checks and monitoring client activity.
- Respond to emergencies and incidents according to established protocols.
- Administer first aid and support in medical emergencies as needed.
- Communicate and coordinate with the clinical team regarding bedding arrangements, including room changes, early departures, or extended treatments.

Communication and Documentation

- Maintain professional, accurate, and timely records of client interactions, progress, and any incidents.
- Electronically submit daily client data in FYI database software.
- Communicate effectively and respectfully with the clinical team, providing updates on client status and concerns.
- Assist with travel arrangements for clients as needed (e.g. off-site medical appointments, other professional services).

Facility Maintenance

- Assist with maintaining cleanliness and orderliness of the facility.
- Support the implementation of health and safety standards within the centre.
- Report any maintenance issues or safety hazards to the appropriate personnel.

Cultural Competency

- Respect and demonstrate Indigenous ways of knowing, being, and doing in all interactions.
- Support clients in participating in traditional healing practices and ceremonies.
- Learn ongoing ways of modelling cultural respect, relevance, reciprocity, and responsibility.
- Exhibit and practice cultural humility and reverence.

Team Collaboration

- Work effectively as part of a diverse team with clinical professionals.
- Participate in team meetings and contribute to care planning and review processes.
- Provide support and assistance to team members as needed.



About You

The ideal candidate should have previous experience in a supportive role within addiction treatment, mental health, or related fields. A background in working with individuals experiencing substance use disorders or mental health challenges is highly valued.

Additionally, the following skills and background will be required:

- Understanding and respect for Indigenous cultures and traditions
- Ability to work well under pressure
- Exhibit calm effectiveness in crisis situations
- Strong interpersonal and communication skills
- Ability to work effectively both as part of a team and independently
- Demonstrated ability to handle sensitive and confidential information with discretion
- Basic knowledge of addiction and mental health issues
- First Aid, CPR, and naloxone certification, or willingness to obtain
- Unrestricted Class 4 drivers' licence, or willingness to obtain

As a prospective Client Support Worker, you are compassionate, empathetic, and dedicated to supporting individuals on their recovery journey. You are adaptable and flexible, thriving in a dynamic and evolving environment. Your commitment to providing high-quality support and care ensures that clients feel valued, respected, and understood from their first interaction with the Tsakwa'lutan Healing Centre. Your ability to work collaboratively with clinical staff and other team members contributes to a holistic and supportive recovery.

About the Benefits

A competitive hourly wage of **\$27.50** and a host of excellent benefits including:

- Extended health, dental, and vision coverage
- Pension with up to 9% employer match
- Pick-up and drop-off available from Campbell River ferry
- Beautiful facility along the ocean

How to Apply

Interested candidates are invited to submit their application package to info@healingcentre.ca.

Application packages should consist of a letter of interest outlining how your previous experience and education align with this position and a most recent CV together in one PDF document. If you would like to learn more, inquiries before application submission are also welcome.

We encourage applicants to submit applications as soon as possible as applicants will be reviewed on an ongoing basis. We thank all applicants for their interest; only those selected for an interview will be contacted.

Please note – the successful candidate must provide three references and a clear criminal record check, including a vulnerable sectors check. Preference will be given to persons of Indigenous ancestry.



We Wai Kai Nation
690 Head Start Crescent
Campbell River, BC
V9H 1P9



Job Posting
Quinsam Crossing Starbucks
Shift Supervisor
Now Brewing – Future Leaders!

We Wai Kai Nation (WWKN) is looking for an experienced retail leader to assist in managing the day-to-day operations of the nation's licensed Starbucks that is being developed at Quinsam Crossing. The successful candidate will receive a competitive salary and benefits package after a 3-month probationary period. The ideal applicant will have management experience working within the coffee or retail/customer service industry.

Starbucks is known for developing extraordinary leaders who drive business success by doing the right thing for partners (employees), customers and communities – globally. As a Starbucks leader you are driven by a deep sense of purpose. You are aspirational - never a bystander. You take action to make a positive difference every day, and you inspire others to do the same.

The Shift Supervisor, you will assist the store manager in executing store operations during scheduled shifts. As a team lead, you will deploy partners and delegate tasks to create the Starbucks Experience for our customers by providing legendary customer service with prompt service, quality beverages and products, and maintaining a clean and comfortable store environment. You will be responsible for modeling and acting in accordance with Starbucks guiding principles and best of all, you'll be part of a company that is consistently rated as a great place to work and the people here love what they do.

Responsibilities and Duties

The Shift Supervisor responsibilities and duties include, but are not limited to, the following:

- Acts with integrity, honesty and knowledge that promote the culture, values and mission of Starbucks.
- Maintains a calm demeanor during periods of high volume or unusual events to keep store operating to standard and to set a positive example for the shift team.
- Anticipates customer and store needs by constantly evaluating environment and customers for cues.
- Communicates information to manager so that the team can respond as necessary to create the Third Place environment during each shift.
- Assists with new partner training by positively reinforcing successful performance and giving respectful and encouraging coaching as needed.
- Provides feedback to store manager on partner performance during shift.
- Contributes to positive team environment by recognizing alarms or changes in partner morale and performance and communicating them to the store manager.

Quinsam Crossing Starbucks Shift Supervisor Posting Cont.

- Creates a positive learning environment by providing clear, specific, timely and respectful coaching and feedback to partners on shift to ensure operational excellence and to improve partner performance.
- Delivers legendary customer service to all customers by acting with a customer comes first attitude and connecting with the customer.
- Discovers and responds to customer needs.
- Develops positive relationships with shift team by understanding and addressing individual motivation, need and concerns.
- Executes store operations during scheduled shifts.
- Organizes opening and closing duties as assigned.
- Follows Starbucks operational policies and procedures, including those for cash handling and safety and security, to ensure the safety of all partners during each shift.
- Follows all cash management and cash register policies and ensures proper cash management practices are followed by shift team.
- Follows up with baristas during the shift to ensure the delivery of legendary customer service for all customers.
- Maintains regular and consistent attendance and punctuality.
- Provides quality beverages, whole bean, and food products consistently for all customers by adhering to all recipe and presentation standards.
- Follows health, safety and sanitation guidelines for all products.
- Recognizes and reinforces individual and team accomplishments by using existing organizational tools and by collaborating with store manager to find new, creative, and effective methods of recognition.
- Utilizes operational tools to achieve operational excellence during the shift.

Qualifications and Skills

- Minimum one to three (1-3) years of retail management experience or experience at a manager level in a customer service environment.
- Strong leadership skills to manage and mentor staff.
- Knowledge of retail coffee shop operation is considered an asset.
- Strong computer skills and basic software experience.
- Effective communication skills (written and verbal) and interpersonal skills including conflict resolution.
- Strong floor leadership and coaching skills to develop and motivate staff.
- Excellent organizational skills and accuracy.
- Entrepreneurial mentality with experience in a sales-focused environment

Working Conditions

- Ability to work full time (the work regularly demands in excess of 40 hours per week) including variable hours including early mornings, evenings, weekends and/ or holidays.
- Must be able to lift up to twenty-five (25) lbs.
- Required to work in a busy, open area which may result in constant interruptions.
- Required to spend long hours concentrating which will require attention to detail and high levels of accuracy.
- Required to meet a number of deadlines which may cause stress.

Conditions of Employment:

- Must be able to obtain and maintain a Criminal Records Check
- Must be able to obtain and maintain a valid BC Driver's License
- Legal documentation establishing your identity and eligibility to be legally employed in Canada.

Let us give you the opportunity to grow as an individual, to build lasting relationships and make an impact in a place where people, quality and value mean everything.

Hourly Rate: \$20-25 per hour

Quinsam Crossing Starbucks Shift Supervisor Posting Cont.

Join us and connect with something bigger, apply today!

Only shortlisted candidates will be contacted for interviews. Please no telephone calls.

E-mail resume to: qc.starbucks@wewaikai.com

Or mail to the above address, attention: Becky Fernandez, Interim Store Manager-

Closing date: Ongoing / Open



We Wai Kai Nation
690 Head Start Crescent
Campbell River, BC
V9H 1P9



Job Posting
Quinsam Crossing Starbucks
Barista
Join us and inspire with every cup!

We Wai Kai Nation (WWKN) is looking for service-oriented baristas for the nation's licensed Starbucks that is being developed at Quinsam Crossing. The successful candidate will receive a competitive hourly rate and benefits package after a 3-month probationary period. The applicant needs no prior experience working within the coffee or retail / customer service industry, although it is an asset.

At Starbucks, it's all about connection. People are at the heart of who we are, especially the people that are a part of our store team. We connect with each other, our customers and our communities to make a positive impact every day. We believe in working together to make a difference and in celebrating our shared success, which is why we call ourselves Starbucks "partners." Starbucks is a place of warmth and belonging, where everyone is welcome, and we value the unique experiences that each partner brings to our team!

As a Starbucks **barista**, you'll create the Starbucks Experience for our customers through excellent service and expertly-crafted products. You'll be in an energetic store environment where you'll have the ability to master your food & beverage craft, work alongside friends and meet new people every day. A cup of coffee and smile can go a long way, and we believe our baristas have the power to be the best moment in each customer's day. True to Our Mission & Values, working together we can inspire and nurture the human spirit – one person, one cup and one neighborhood at a time.

Responsibilities and Duties

You'd make a great barista if you:

- Consider yourself a "people person" and enjoy meeting others.
- Love working as a team and appreciate the chance to collaborate.
- Understand how to create a great customer service experience.
- Have a focus on quality and take pride in your work.
- Are open to learning new things (especially the latest beverage recipe!)
- Are comfortable with responsibilities like cash-handling and store safety.
- Can keep cool and calm in a fast-paced, energetic work environment.
- Can maintain a clean and organized workspace.
- Have excellent communications skills.

Qualifications and Skills

- Maintain regular and consistent attendance and punctuality, with or without reasonable accommodation
- Available to work flexible hours that may include early mornings, evenings, weekends, nights and/or holidays
- Meet store operating policies and standards, including providing quality beverages and food products, cash handling and store safety and security, with or without reasonable accommodation
- Engage with and understand our customers, including discovering and responding to customer needs through clear and pleasant communication
- Prepare food and beverages to standard recipes or customized for customers, including recipe changes such as temperature, quantity of ingredients or substituted ingredients
- Available to perform many different tasks within the store during each shift

Summary of Experience

- Good news! No previous experience is required.

Knowledge, Skills and Abilities

- Ability to learn quickly
- Ability to understand and carry out oral and written instructions and request clarification when needed
- Strong interpersonal skills
- Ability to work as part of a team
- Ability to build relationships

Let us give you the opportunity to grow as an individual, to build lasting relationships and make an impact in a place where people, quality and value mean everything.

Hourly Rate: \$18-19 per hour

Join us and connect with something bigger, apply today!

Only shortlisted candidates will be contacted for interviews. Please no telephone calls.

E-mail resume to: qc.starbucks@wewaikai.com

Or mail to the above address, attention: Becky Fernadez, Interim Store Manager-

Closing date: Ongoing / Open



WWK ENGINEERING LP

Are you looking for something different? We aren't your average civil engineering office. WWK Engineering is backed by the We Wai Kai First Nation. Our approach to engineering challenges is marked by a blend of seasoned experience and an insatiable appetite for fresh perspectives. Whether it's adopting state-of-the-art software or embracing emerging trends, we strive to maximize the potential of new technologies to drive excellence in our projects.

We are a group of professionals that are dedicated to creating an exciting and supportive work environment, seeking to remove barriers to advancement and create opportunities for all employees to thrive and contribute meaningfully to our collective success. WWK Engineering's workplace culture celebrates diversity, promotes inclusivity, and empowers every employee to reach their full potential. We recognize that diversity is not only about representation but also about creating an environment where all voices are heard, respected, and valued.

We are seeking a talented and experienced Office Manager to join our small but mighty team of engineers, EIT's and technologists and grow with us. We will offer you a diverse range of challenging work that you might not get at your larger firms. Even if you don't match all of the qualifications below, we encourage you to apply, and tell us why you would be a good fit!

Location: Campbell River, BC

About Us: WWK Engineering is a dynamic and innovative civil engineering firm that specializes in delivering cutting-edge infrastructure solutions. Working collectively with First Nations communities, Municipal Governments, and Land Developers, we prioritize building respectful and inclusive relationships founded on mutual understanding, trust, and shared objectives. By actively engaging and collaborating with Indigenous peoples, we honor their traditional knowledge, cultural heritage, and stewardship of the land. WWK Engineering is committed to sustainable infrastructure strategies that are in harmony with local values, and ultimately empower and uplift every community.

Position Overview: As the Office Manager at WWK Engineering, you will deliver comprehensive administrative support to the entire team. You will ensure office efficiency by developing and implementing policies, standards, and procedures for seamless daily operations. Additionally, you will cultivate a productive and positive work environment, enhancing overall team satisfaction and engagement.

Key Responsibilities:

- Train and successfully onboard new hires.
- Facilitate Health & Safety Program including staff training, conducting regular meetings and inspections.
- Manage Accounts Receivable and Accounts Payable and process payments.
- Reconciliation of corporate credit card and business accounts.
- Generate and submit staff expense reports and hourly employees' timesheets.
- Month-end reporting and financial analysis.
- Assistance with grant applications, document editing and QMS audits.
- Organize internal meetings, parties, and events.
- Order and maintain inventory of equipment, office supplies and office snacks.
- Other duties as assigned.

Qualifications:

- Proficiency in Microsoft Office suites and other office technology.
- Experience with budgeting and payroll.
- Excellent communication and teamwork abilities.
- Ability to multitask and prioritize several projects at the same time.
- Strong problem-solving and analytical skills.
- High attention to detail and accuracy.
- Minimum 5 years office experience.
- Valid Driver's Licence.

What We Offer:

- Competitive salary ranging from \$60,000 to \$70,000 annually, commensurate with education, experience, skills and qualifications.
- Competitive benefits package including pension.
- Local projects that allow you to see tangible results of your work and to have a direct impact on the communities we service.
- Work-life balance is important to all of us at WWK Engineering. We know you have a life outside of the office and we offer flexibility in your work schedule and environment.
- Ongoing professional development and training opportunities.
- A collaborative and inclusive work environment with a small team.

How to Apply: Please submit your resume and cover letter to info@wwkengineering.ca

WWK Engineering LP is an equal opportunity employer, and we encourage applications from candidates of all backgrounds and experiences. We look forward to welcoming a motivated Intermediate Civil Engineering Technologist to our team as we work together to build a better future.