	JOB POSTING
	Community Wellness Worker Department: Community Services Reports to: Community Wellness Manager

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.

Position Overview

The Community Wellness Worker supports the physical, emotional, cultural, and social development of the Elders and youth within the community. This role focuses on engaging Elders and youth in culturally relevant programs and activities that promote wellness, resilience, and positive life skills. The Community Wellness Worker collaborates with the Community Wellness Manager, other staff, and external partners to ensure Community Wellness participation and create community connections.

Key Responsibilities

Program Delivery

- Develop and deliver culturally appropriate and age-specific programming for youth aged 6-18 and Elders, while working within a pre-determined budget.
- Build positive, trusting relationships with youth and Elders, providing guidance, mentorship, and support.
- Plan and facilitate activities that increase Elder and youth participation in community programs
- Encourage Elder and youth engagement in cultural, recreational, educational and community events.
- Support inter-generational programs that connect Elders with youth and the broader community.
- Organize and supervise after-school, pro-D days, evening, weekend, spring, Christmas and summer break programs.
- Promote traditional teachings, language and cultural identity in programming.
- Incorporate traditional teachings, language and cultural knowledge into Elder and youth programming.
- Other duties as assigned by the Community Wellness Manager.
- Co-ordinate connection between Cape and Quinsam Communities for continuity of Programming.

- Participate in all Professional Development opportunities.

Key Responsibilities for Youth Support

- Build strong, supportive, and respectful relationships with youth.
- Provide mentorship and guidance to help youth develop life and social skills.
- Identify youth in need of extra support and connect them with appropriate resources.
- Work with school staff, families, and external agencies to support positive youth outcomes.

Key Responsibilities for Elders Support

- Develop and maintain respectful, trusting relationships with community Elders.
- Assist Elders with accessing medical appointments, transportation, and social services.
- Conduct regular wellness checks and identify any emerging health or safety concerns.
- Support Elders in navigating community programs and external health agencies.

Community Engagement

- Work collaboratively with elders, cultural knowledge keepers, families, and partner organizations in providing support to youth.
- Promote community events, promote youth involvement in cultural practices and community events.
- Seek input from youth and families to continuously improve programming.
- Build trust and strengthen relationship through active outreach and communication with member of all ages.
- Assists other departments with planning of community events and meetings.

Safety and Risk Management

- Adhere to all workplace health and safety policies, procedures, and practices to maintain a safe environment for staff, Elders and youth.
- Identify and report any hazards, unsafe conditions, or incidents promptly to the Community Wellness Manager.
- Report concerns about Elder safety, abuse or neglect to the Community Wellness Manager in a timely and appropriate manner.
- Monitor activities for safety and intervene or report when necessary.
- Participate in health and safety training as required.
- Promote and model safe practices, including the proper use of equipment and materials.

Tracking and Reporting

- Assist in tracking participation rates and program outcomes.
- Assist with program planning, evaluation and reporting.
- Ensure safe use and upkeep of supplies, equipment and facilities used in program delivery.
- Give suggestions for program improvement and participation.
- Provide regular updates to the Community Wellness Manager.

Confidentiality & Ethical Practices

- Maintain strict confidentiality of all personal and sensitive information, including records, disciplinary matters, and grievances.
- Adhere to ethical guidelines and the WWKFN's standards in all HR-related activities.

Qualifications

- Post-secondary education in child and youth care, or a related field is preferred; equivalent work experience will be considered.
- Experience working with Indigenous Elders and youth and communities, preferably within a First Nation context.

- Knowledge of Indigenous culture, traditions, and challenges faced by Indigenous youth.
- Strong interpersonal and communication skills.
- Strong computer and technology skills including Microsoft application.
- Ability to work independently and as part of a team.
- Valid Class 5 driver's license and reliable vehicle preferred.
- Cultural sensitivity and respect for Indigenous knowledge and practices.
- Ability to motivate and inspire youth.
- Conflict resolution and crisis intervention skills.
- Organizational and time management skills.
- Strong problem-solving abilities.
- First Aid/CPR certification & Responsible Adult Certificate (or willingness to obtain).
- Food safe certificate
- Criminal Record Check with Vulnerable Sector Screening is required.
- Strong interpersonal skills with the ability to build relationships and collaborate with staff, community members, leadership, and external partners
- Excellent verbal communication skills.

All employees working for We Wai Kai Nation are required to work collaboratively and supportively to achieve the overall goals of the Nation. As such, employees are expected to work outside of their own jobs and job descriptions from time to time to achieve the goals of the organization. Job duties and work schedules may be changed or added to from time to time to achieve these goals.

Confidentiality and Privacy

In the course of working for the Nation, employees may become aware of confidential business and personal information, including information about other employees and community members. This information may not be disclosed without prior written permission. All employees must be aware of and adhere to the applicable privacy and confidentiality policies and procedures of the Nation.

Key Contacts

- Community Wellness Manager
- Youth and Elder Workers
- Executive Director
- Director of Community Services
- Other We Wai Kai Managers and Staff
- We Wai Kai Community Members

Physical Requirements and Working Conditions

The regular work hours for the Community Wellness Worker are based on a 35-hour work week. However, due to the nature of the role and the need to engage youth in activities and events, the. Community Wellness Workers are expected to work flexible hours, which may include evenings, weekends, and occasional holidays. Any additional hours worked beyond the standard schedule will be addressed in accordance with the organizations policies and applicable employment standards.

Work may include evenings, weekends, and occasional travel within the community. May involve outdoor activities in various weather conditions.

Job Type: Full time, Permanent
Hourly Wage: $28.31 per hour

Benefits: Extended Health and Dental, Virtual Health Care
Pension: Generous pension matching contributions of up to 9%
Application Deadline: November 27th, 2026
If you are interested in applying for this role, please submit your resume and cover letter to careers@wewaikai.com.

We Wai Kai Nation is an equal opportunity employer and is committed to fostering an inclusive, respectful, and barrier-free workplace. We welcome applications from all qualified individuals.

As permitted under applicable law, We Wai Kai Nation gives preference to qualified Indigenous applicants. Applicants are encouraged to self-identify in their application.