

Job ID

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04/14/2026

Indigenous Patient Navigator – Kamloops Regional Correctional Centre (KRCC)

BC Mental Health & Substance Use Services

Kamloops, BC

Pursuant to Section 42 of the British Columbia Human Rights Code, preference will be given to applicants of Indigenous Ancestry.

This is a Temporary Full-Time (until April 1, 2027 or until return of incumbent) opportunity is with Kamloops Regional Correctional Centre located in Kamloops, BC.

BCMHSUS is seeking an Indigenous Patient Navigator (IPN) to join the Correctional Health Services and the Community Transition Team (CTT) to walk alongside Indigenous clients leading up to and after their release from a BC Correctional Centre. This is a new position that will be a key resource for both Indigenous clients and other members of the health care team by advocating for culturally safe care that is wholistic and client-centred. Working in partnership with Indigenous clients to identify, coordinate and facilitate access to culturally appropriate services and building meaningful relationships with Indigenous communities and services providers regionally and locally. The IPN will promote Indigenous cultural safety and humility training and education opportunities that are available to PHSA employees and contractors. We welcome those that self-identify as Indigenous (First Nations, Inuit, and Métis) to join the CTT team as we seek to improve Indigenous Peoples experiences within BCMHSUS health services and programs.

What is Correctional Health Services

Correctional Health Services is a province-wide, specialized program providing care for clients who are incarcerated in one of BC's 10 provincial correctional facilities. We believe everyone deserves a chance to access and receive the same quality of care as they would in the community.

[Discover what it means to be apart of the Correctional Health Services team.](#)

[Watch this video to learn about working with BC Mental Health and Substance Use Services!](#)

What you'll do

- Provide consultative and navigational services to patients referred to PHSA programs and services by supporting cultural interpretation and/or health literacy translation services and by supporting culturally safe practice (e.g., access, system barriers, and navigation challenges). Support patients in communications with physicians, nurses, and other direct care staff.
- Support access and coordination of services for patients within the designated region. As required, coordinates client referrals to and from interagency, Indigenous communities, Indigenous organizations, and other health programs and services.
- Provide client support services within the hospital care system/community by initiating and maintaining working relationships with Indigenous clients to assess their needs and ability to access and receive culturally safe care. Support clients, as requested in the assigned service area, to understand, access, and navigate health care services.
- Is responsible for the facilitation of care, program development, planning and evaluation of services for Indigenous clients.
- Plan, develop, and implement Indigenous community health navigation consultative services to PHSA programs and services. Make recommendations regarding changes to organizational policies, procedures, and practices.

What you bring

Qualifications

- A level of education, training, and experience equivalent to a bachelor's degree in a related health discipline, health or social sciences, or a patient care/clinical related discipline, and one (1) to three (3) years' recent related experience working in Indigenous healthcare or equivalent combination of lived experience, education, and employment.
- Ability to travel. Valid B.C. Driver's License is required. [Applicable only to PHSA Corporate]
- Lived experience as an Indigenous person (First Nations, Metis, or Inuit) to Canada is an asset.

- Demonstrate comprehensive knowledge of the historic and ongoing impacts of settler colonialism and systemic racism on Indigenous Peoples within social and health contexts. This includes understanding how these factors contribute to current health disparities and barriers to care. Show a clear commitment to identifying, challenging, and eradicating Indigenous-specific racism and all forms of discrimination impacting equity-deserving groups within healthcare settings. This involves recognizing personal biases, institutional barriers, engaging in anti-racism education and training and advocating for systemic change.
- Demonstrated knowledge and understanding of legislative obligations and provincial commitments within BC Mental Health and Substance Use Services contexts found in the foundational documents including Truth & Reconciliation Commission's Calls to Action (2015), In Plain Sight (2020), BC's Declaration on the Rights of Indigenous Peoples Act (2019), United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), Reclaiming Power and Place Missing and Murdered Indigenous Women & Girls Calls for Justice (2019), the Declaration Act Action Plan and Remembering Keegan: A First Nations Case Study, BC Human Rights Code, Anti-racism Data Act and how they intersect across the health care system.

Core Competencies

- Brings an understanding of the Indigenous specific racism and the broader systemic racism that exists in the colonial health care structure, and has demonstrated leadership in breaking down barriers and ensuring an environment of belonging. Embed Indigenous Cultural Safety and Humility into all aspects of work. This means creating an environment where Indigenous patients feel respected, valued, and understood. Foster trust through respectful communication, active listening, and honoring equity-deserving people's perspectives on health and wellness. Commit to ongoing education and training on Indigenous health issues, cultural safety, and DEI principles. Participate in workshops, cultural immersion experiences, and continuous professional development to stay informed and responsive to equity-deserving groups. Provide patient-centred care that respects Indigenous ways of knowing and healing, respects BIPOC experiences and world views ensuring that care plans are culturally relevant and holistic.
- Knowledge of social, economic, political and historical realities of settler colonialism on Indigenous Peoples and familiarity with addressing Indigenous-specific anti-racism, anti-racism and Indigenous Cultural Safety and foundational documents and legislative commitments (The Declaration Act, the Declaration Action Plan, TRC, IPS, Remembering Keegan, etc.).

Skills & Knowledge

- Demonstrated knowledge and experience working with Indigenous (First Nations, Metis, and Inuit) communities and organizations. Extensive knowledge of Indigenous peoples' demographics, languages, cultures, customs, and traditions.
- Experience or knowledge of the health care system and community-based resources within the region.
- Demonstrates a commitment to beginning and continuing their personal learning journey related to Indigenous-specific racism and dismantling systems of oppression, as well as addressing racism more broadly. Shows willingness to articulate and share their learning experiences to contribute to a culture of motivation and inspiration among peers.
- Demonstrates foundational knowledge of the social, economic, and political realities of settler-colonialism and its impacts on Indigenous peoples and equity-deserving groups within social and health contexts. Understands the impact of social determinants of health on health outcomes. Shows a commitment to learning about and upholding legislative obligations and provincial commitments outlined in foundational documents such as the Truth & Reconciliation Commission's Calls to Action (2015), In Plain Sight (2020), BC's Declaration on the Rights of Indigenous Peoples Act (2019), United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), Reclaiming Power and Place: Missing and Murdered Indigenous Women & Girls Calls for Justice (2019), the Declaration Act Action Plan, Remembering Keegan: A First Nations Case Study, the BC Human Rights Code, Anti-Racism Data Act, and the Distinctions Based Approach.

What we bring

Every PHSA employee enables the best possible patient care for our patients and their families. Whether you are providing direct care, conducting research, or making it possible for others to do their work, you impact the lives of British Columbians today and in the future. That's why we're focused on your care too – offering health, wellness, development programs to support you – at work and at home.

- Join one of BC's largest employers with province-wide programs, services and operations – offering vast opportunities for growth, development, and recognition programs that honour the commitment and contribution of all employees.
- Access to professional development opportunities through our 2,000+ in-house courses including a range of experience level, profession-specific, or other essential

training on Indigenous Cultural Safety; Indigenous-specific anti-racism; Diversity, Equity, Inclusion and accessibility, mental health and well-being, and more.

- Enjoy a comprehensive benefits package, including municipal pension plan, and psychological health & safety programs and holistic wellness resources.
- Annual statutory holidays (13) with generous vacation entitlement and accrual.
- PHSA is a remote work friendly employer, welcoming flexible work options to support our people (eligibility may vary, depending on position).
- Access to WorkPerks, a premium discount program offering a wide range of local and national discounts on electronics, entertainment, dining, travel, wellness, apparel, and more.

Job Type: Temporary, Full-Time (until April 1, 2027 or until return of incumbent)

Salary Range: \$74,618 - \$107,264 per year. The starting salary for this position would be determined with consideration of the successful candidate's relevant education and experience, and would be in alignment with the provincial compensation reference plan. Salary will be prorated accordingly for part time roles.

Location: 2250 W. Trans Canada Highway, Kamloops, British Columbia V2C 5M9

Hours of Work: Monday – Friday; 0800-1600

Requisition # 196002E

** Please indicate in your cover letter why you are interested in joining our team at the Kamloops Regional Correctional Centre (KRCC)!

What we do

[BC Mental Health & Substance Use Services](#) (BCMHSUS) cares for people with complex mental health and substance use challenges.

BCMHSUS program is part of the Provincial Health Services Authority (PHSA).

[PHSA](#) plans, manages and evaluates specialized health services with the BC health authorities to provide equitable and cost-effective health care for people throughout the province. Our values reflect our commitment to excellence and include: Respect people – Be compassionate – Dare to innovate – Create equity – Be courageous.

Learn more about PHSA and our programs: jobs.phsa.ca/programs-and-services

PHSA and BCMHSUS committed to anti-racism and equity in our hiring and employment practices. With learning and compassion, we are addressing existing inequities and barriers throughout our systems. PHSA is seeking to create a diverse workforce and to establish an inclusive and culturally safe environment. We invite applications and enquiries from all people, particularly those belonging to the historically, systemically, and/or persistently excluded groups identified under the B.C. Human Rights Code.

One of PHSA's North Star priorities is to eradicate Indigenous-specific racism, which includes ongoing commitments to Indigenous recruitment and employee experience as well as dismantling barriers to health care employment at every level. We welcome Indigenous individuals to apply and/or contact the Sanya'kula Team (Indigenous Recruitment & Employee Experience) for support at indigenous.employment@phsa.ca.

Indigenous-specific anti-racism initiatives are rooted in addressing the unique forms of discrimination, historical and ongoing injustices, and exclusion faced by Indigenous peoples. These initiatives align with an Indigenous rights-based approach, recognizing the inherent rights and title of BC First Nations and self-determination of all First Nations, Inuit and Métis communities. PHSA is mandated to uphold legislative obligations and provincial commitments found in the foundational documents including the Truth & Reconciliation Commission's Calls to Action (2015), In Plain Sight (2020), BC's Declaration on the Rights of Indigenous Peoples Act (2019), United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), Reclaiming Power and Place Missing and Murdered Indigenous Women & Girls Calls for Justice (2019), the Declaration Act Action Plan and Remembering Keegan: A First Nations Case Study.

Attention current employees of PHSA:

You must apply via your internal profile at <http://internaljobs.phsa.ca>.

The internal job posting expires on **March 17, 2026** and will no longer be accessible. If the internal job posting has expired, please e-mail internaljobshelpu@phsa.ca with the six-digit job requisition number and your PHSA employee ID number to be considered as a late internal applicant. **Please do not apply for the external job posting.**

If you have not yet set up an internal profile, please e-mail internaljobshelpu@phsa.ca with your PHSA employee ID number to obtain your temporary password. Our business hours

are Monday-Friday 8:30am-4:30pm, excluding Statutory Holidays and a Help Desk Representative will respond to you with 1-2 business days.

If you are not a current employee of PHSA and require assistance with your application, please contact the External Careers team at careers@phsa.ca.