



Tk'emlúps te Secwépemc

(Kamloops Indian Band)

JOB POSTING

Tk'emlúps te Secwépemc (TteS) is a fast-growing vibrant organization committed to the development and progress of its Band Members and Community. As such, the TteS invites applications from qualified, highly motivated and dynamic individuals to fill the following position.

POSITION TITLE: Mental Health and Addictions Navigator
DEPARTMENT: Community Services Department
SUPERVISOR: Community Services Manager
TERMS: Full-Time, Permanent
REFERENCE #: 2026-091

Purpose of Position:

The Mental Health and Wellness Navigator is responsible for providing trauma-informed and culturally-sensitive support services to connect TteS Band Members to mental health and addiction services both on and off-reserve. The successful incumbent will assist adult TteS members residing in the Kamloops region who are seeking support with mental illness and/or addictions related issues. The incumbent will provide crisis counselling and outreach services to TteS members in the Kamloops area.

Duties and Responsibilities:

- Engage directly with clients via telephone, virtual platforms, and on-site.
- Provide a variety of day-to-day physical, emotional, and social supports, advocacy, life skills assistance and support to access resources to individuals with complex severe and persistent mental illnesses and/or addiction related issues.
- Observe and monitor clients' progress, symptoms and behavioural changes and report significant observations.
- Work collaboratively with CS staff and community partners to develop and manage individual case plans.
- Meet, transport, and attend (as required) client meetings and appointments (medical appointments, housing appointments, professional appointments, etc.).
- Visit clients in hospitals and implement transition plans to ensure smooth transfer back into the community.
- Provide crisis intervention should a client be in distress.
- Ensure ongoing follow up for clients by connecting with CS programs and various agencies to ensure completion of tasks.
- Attend daily meetings to discuss various clients and provide client updates.
- Provide timely reports and documentation on progress.
- Advocate for clients when appropriate.
- Participate in educational presentations to public and other stakeholders.
- Improve overall system performance by identifying and addressing system gaps, overlaps, and redundancies.

Professional Certification, Education and Experience:

- A Diploma or Degree in Social Work, Health, Human Services, Social Sciences or Public Policy preferred. Candidates without a Degree but with extensive relevant and related experience will also be considered.
- Minimum 3 years' of experience in case management, community outreach, mental health, addictions or housing programs in a front-line capacity.
- Must have experience working with Indigenous communities and demonstrate cultural sensitivity.
- Demonstrated completion of training of trauma-Informed practice and/or cultural awareness would be considered an asset.
- Current Level 1 First Aid.
- Valid Driver's license with clean driver's abstract and access to a reliable vehicle.
- Must pass Criminal Record Check.

Skills and Abilities:

- Ability to work in a highly stressful and ever changing environment.
- Must have excellent boundaries and sound self-care practices.
- Firm understanding of harm reduction approach and its implementation in a community based setting.
- Demonstrated ability in crisis de-escalation skills applied in a team setting.
- Demonstrated ability working with individuals living with substance misuse issues and or an untreated mental illness
- Ability to work effectively independently and in cooperation with others.
- Ability to communicate effectively, both verbally and in writing.
- Demonstrated ability to facilitate groups.
- Must be a creative worker and resourceful advocate.
- Candidate will be fluent with the spectrum of on and off-reserve community supports and programs.
- Demonstrated practice on the principles of evidence-based, client centered, and harm reduction models.
- Able to work independently and collaboratively.
- Able to work in a fast paced, ever changing, often demanding, sometimes traumatizing environment.
- Ability to navigate and build effective relationships within the TteS Community.
- Must be willing to work with clients who can be challenging at times and who are suffering from mental health and addiction challenges.

Benefits:

- Extended health, dental, and vision
- 7.6% Registered Pension Plan (RPP) matching and Life insurance

HOURS OF WORK: Normal Day shifts – 7 hours. Non-normal shifts may be required.

PAY GRADE: Starting at \$25.98-\$31.41/hour depending on education & experience

Tk'emlúps te Secwépemc thanks all applicants for their interest, however, only those selected for an interview will be contacted.

In accordance with Section 16(1) of the *Canadian Human Rights Act* and pursuant to Section 42 of the BC Human Rights code, it is TteS Policy to practice preferential hiring for Aboriginal peoples. Candidates who wish to qualify for preferential consideration must self-identify.

Deadline for the Job posting is July 13, 2026 @ 2:00PM.

**Submit Job Application Form, cover letter, resume, and references
online: <https://tkemlups.ca/employment/>
or at our Human Resources office #320 Chief Alex Thomas Way.
Office Hours are Monday to Friday 8:00 am to 4:00 pm &
closed for lunch from 12:00 pm to 1:00 pm**

**We require each applicant to fill out
an online application form which can be found at: <https://tkemlups.ca/employment/>**

Any late submissions or submissions without the job application form will not be considered.