



EMPLOYMENT OPPORTUNITY

Supervisor of Traditional Healing and Wellness Services

KSCS is seeking a highly skilled & experienced individual in traditional healing and wellness practices to provide supervision to the Traditional Support Counsellors.

Under the guidance and support of the Manager of Traditional Services, the Supervisor of Traditional Healing and Wellness Services is responsible for directing the daily operations of the Traditional Support Counselling team members, including providing cultural direction and consultation for cases of assigned staff. Supervises, trains and monitors performance. Provides direction on complex situations and cases requiring traditional knowledge. Consults with client representatives, proposes delivery options that incorporate traditional supports and ensures efficient culturally appropriate delivery of services.

Required Education & Experience:

- Kaniienkehá:ka Tsi Niionkwariho:ten knowledge and experience in traditional healing and wellness practices with three (3) to five (5) years' supervisory experience.
Or
- Bachelors Degree in human services or related fields with three (3) to five (5) years' supervisory experience in a healing and wellness setting.
- Must possess a valid driver's license and have access to a vehicle.

Status: Indefinite full-time position, with a 6-month probationary period.

Salary: Starting at \$42.54/hour.

Schedule: 35 hrs/week; must be willing to work flexible hours as necessary.

If you believe you possess all the requirements listed in the full job description for this position, and you wish to pursue a rewarding career with excellent benefits at KSCS, please forward your complete application to:

KSCS Human Resources at humanresources@kscskahnawake.ca. You must include a resume, letter of intent, along with your completed application form and required documents as specified within the application form. Full job descriptions are available at www.kscs.ca. Call 450-632-6880 for more info.

Deadline to apply is: Friday, April 17th, 2026, at 4:00 pm.

Preference given to First Nations applicants

GENERAL INFORMATION

Code:	FLS16-06
Job Title:	Supervisor of Traditional Healing and Wellness Services
Department:	Traditional Services
Date of Job Description:	March 20, 2026
Job reports to:	Manager of Traditional Services

JOB DESCRIPTION SUMMARY

Under the guidance and support of the Manager of Traditional Services, the Supervisor of Traditional Healing and Wellness Services, is responsible for creating and maintaining a supportive, compassionate, and inclusive work environment where employees feel valued, respected, and empowered. The Supervisor of Traditional Healing and Wellness Services oversees and supports Traditional Support Counsellors while leading the development and delivery of healing and wellness services.

The Supervisor of Traditional Healing and Wellness Services is responsible for directing the daily operations of the Traditional Support Counselling team members, including providing cultural direction and consultation for cases of assigned staff. Supervises, trains and monitors performance of the Traditional Support Counselling team. Provides direction on complex situations and cases requiring traditional knowledge. Consults with client representatives, proposes delivery options that incorporate traditional supports and ensures efficient culturally appropriate delivery of services. Prepares reports as required.

The Supervisor of Traditional Healing and Wellness Services makes decisions/exercises judgment within established policies and cultural protocols, contributing to the solution of complex traditional service challenges. Alters approach or recommends broader procedural changes to improve the effectiveness of the team and integration of cultural practices. Decisions may affect the effectiveness and success of programs, services, and staff performance, as well as the community's trust in culturally grounded care.

Through a trauma sensitive approach and a commitment to legal integrity, the Supervisor of Traditional Healing and Wellness Services helps to foster an organizational culture that prioritizes trust, respect, and well-being, while upholding the organizations goals of compliance, equity, and creating a positive, resilient workplace for all.

CORE RESPONSIBILITIES & DUTIES

Core Responsibilities	Duties
Coordinates the delivery of traditional healing and wellness services.	<ul style="list-style-type: none"> ➤ Receives and assigns cases to supervisees as determined at the Intake team meeting and according to workload. ➤ Provides case relevant information to the workers regarding services, organizations, cultural resources, and traditional support groups. ➤ Ensures the provision of services to those individuals and families in need of assistance in the areas of: <ul style="list-style-type: none"> - Mental Health and Wellness - Traditional Healing and Cultural Support - Any other cases as deemed necessary by Intake Status meetings. ➤ Participates in the development of new and revised procedures in delivery of client services, ensuring the integration of traditional approaches. ➤ Identifies training needs, deliver training when available, and share knowledge or skills related to both clinical and traditional practices. ➤ Acquires & reviews material relevant to cases, including current methods, trends, and cultural teachings. ➤ Assists the Manager of Traditional Services to develop, implement, and evaluate program activities that reflect a traditional healing and wellness framework.

<p>Provides Supervision to the Traditional Support Counsellors</p>	<ul style="list-style-type: none"> ➤ Provides supervision to Traditional Support Counsellors, ensuring cultural safety and integration of traditional healing practices. ➤ Discusses and reviews service plans, service goals and/or objectives with Traditional Support Counsellors, incorporating traditional approaches and determine together, the proper action to take on cases. ➤ Ensures the progression & supervision of all cases. ➤ Provides traditional direction and assistance to Traditional Support Counsellors, emphasizing holistic care. ➤ Observes and notes patterns and themes in service delivery including cultural needs and articulate these to Traditional Support Counsellors. ➤ Collaborates on family services activities that include traditional healing and wellness.
<p>Provide Leadership to the Traditional Support Counsellors</p>	<ul style="list-style-type: none"> ➤ Provides leadership and carries out supervisory responsibilities in accordance with the organization's policies and applicable laws, while promoting cultural competency and safety. ➤ Recruits appropriate staff, addresses complaints, resolves problems, training employees, directing specific work, appraising performance and recommending terminating employees, when necessary. ➤ Provides direction and guidance to the team in relation to the KSCS Strategic Framework, Prevention Services as needed and Community Health Plan, integrating traditional values. ➤ Establishes regular staff meetings to support plans, communications, tracking of work, team building, and sharing of cultural knowledge. ➤ Authorizes purchase orders and cash disbursements up to \$1,000. ➤ Monitors expense activities in compliance with budget service plans, approves team members expense requisitions and travel claims. ➤ Delegates appropriate replacement during absence. ➤ Attends Supervisory sessions. ➤ Identifies training needs and approves training requests of team members. ➤ Attends staff meetings/workshops/conference relevant to area of employment. ➤ Ensures scheduling coverage for vacation, wellness, days and evenings and holiday services.
<p>Support the Multi-Disciplinary Team Model Approach</p>	<ul style="list-style-type: none"> ➤ Participates in multi-disciplinary team meetings, such as case reviews, case conferences, Placement and Review Meetings, planning sessions, all staff meetings and any other team meeting as appropriate. ➤ Ensures case reviews include cultural considerations and traditional supports. ➤ Ensures multi-disciplinary team approach is followed when developing service plans across Family Services to ensure sharing of information, case planning/management. ➤ Acts as a consultant by providing traditional or culturally relevant information and technical expertise, as required. ➤ Makes recommendations to Manager regarding resources and training needs. ➤ Attends local, regional, national meetings or conferences relevant to cultural healing and wellness as required. ➤ Attends community events sponsored by KSCS and promotes cultural engagement. ➤ Provides input to Manager/Management in the development of traditional healing and wellness practices and activities. ➤ Evaluates the results of the service delivery related to traditional healing and wellness activities. ➤ Promotes communication and adequate information flow within the organization and community.
<p>Perform Administrative responsibilities</p>	<ul style="list-style-type: none"> ➤ Reviews the records of files, assigns authorities, closes files, and provides information within the Case Management Recording System. ➤ Approves Record of Approvals, training requests, expenses, vacation requests, and timesheets.

	<ul style="list-style-type: none"> ➤ Assists in developing an action plan & supports the logistics of emergency interventions, including cultural supports. ➤ Reviews all minutes from intake meetings, case reviews, case conferences and service planning meetings and ensures follow up. ➤ Ensures participation of staff in service delivery meetings, when required. ➤ Tracks and submits yearly stats. ➤ Participates in regular supervisory session with the Manager of Traditional Services.
Performs any other job-related duties as may be required by the immediate Supervisor.	

COMMUNICATIONS

Team Work:	➤ Frequently requires a level of collaboration and cooperation to get work or projects complete.
Advising:	➤ Frequently provides information that must be understood and explained.
Training:	➤ Commonly trains or gives information to stakeholders or clients.
Leadership:	➤ Frequently provides a high quality of leadership required in relation to internal and external partnerships.
Negotiations:	➤ Occasionally required to negotiate internal or external agreements.

ENVIRONMENTAL FACTORS

Types of Schedule:	➤ Regular work week, moderate flex required.
Stress Factor:	➤ Moderate stress (some periods of high stress).
Deadlines	➤ Some tight deadlines (unplanned).

ACCOUNTABILITY

<ul style="list-style-type: none"> ➤ Provides services in a manner consistent with the terms and conditions of the employment agreement, personnel policy, standard operating procedures, and directives, ensuring transparency and consistency in all HR practices. ➤ Fosters and maintain a positive image of KSCS by promoting a respectful and supportive environment for all employees and clients. ➤ Serves as a positive role model, maintaining a lifestyle that reflects the values of respect, integrity, and professionalism. ➤ Supervises employees with fairness, empathy, and efficiency, ensuring that staff receive the training and guidance outlined in their development plans to promote growth and well-being. ➤ To foster a supportive and inclusive approach in Family Services planning meetings with internal and external stakeholders that ensure a safe, respectful space for open communication and collaborative planning. ➤ Provides professional and well-researched input in the development of traditional wellness and healing services. ➤ Ensures that traditional healing and wellness services are comprehensive, effective, and responsive to the needs of clients, prioritizing care and support in all processes. ➤ Upholds confidentiality and privacy in all matters, ensuring trust and respect for employee's personal information 	
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QUALIFICATIONS	
Education and Experience	<ul style="list-style-type: none"> ➤ Kanienkehá:ka Tsi Niionkwariho:ten knowledge and experience in traditional healing and wellness practices with three (3) to five (5) years' supervisory experience. Or ➤ Bachelors Degree in human services or related fields with three (3) to five (5) years' supervisory experience in a healing and wellness setting.
Skills & Requirements	<ul style="list-style-type: none"> ➤ Strong knowledge of traditional of Haudenosaunee teachings and natural medicines. ➤ Must be sensitive and open to traditional native concepts and be prepared to adapt services to reflect cultural differences. ➤ Must have a good knowledge of the community issues, concerns and socio-economic problems facing the community and how they relate to intergenerational trauma. ➤ Ability to organize projects using a Tsi Niionkwariho:ten approach. ➤ Strong project management knowledge & skills. ➤ Experience in program development and planning. ➤ Must have strong knowledge of traditional healing and wellness practices. ➤ Strong time management and organizational skills. ➤ Strong problem solving and analytical skills, focused decision making, open to challenges. ➤ Strong conflict resolution skills to be able to manage and supervise staff. ➤ Ability to craft articulate documents such as proposals, reports, briefs and correspondence. ➤ Strong work ethic. ➤ Ability to work in a team setting. ➤ Intermediate knowledge of computer programs (Word, Excel, Outlook, Case Management Recording System, etc.). ➤ Valid driver's license and access to a vehicle. ➤ Available for flexible hours to participate in KSCS activities. ➤ Lifestyle must reflect that of a positive role model. ➤ Ability to observe and note patterns and themes in service delivery and clearly articulate these to Team Leaders & managers.
Assets	<ul style="list-style-type: none"> ➤ Knowledge of Kanien'keha.