



INDEPENDENT FIRST NATIONS ALLIANCE

SIoux LOOKOUT OFFICE

34 Prince Street, Sioux Lookout, ON P8T 1K6

Toll Free: 1-888-253-IFNA

Tel: (807) 737-1902 | Fax: (807) 737-3501

Job #315 –Mental Health Nurse Practitioner

Location: Sioux Lookout Office (Onsite) or Thunder Bay Office (Onsite)

Department: Health Services

Type of Role: Full-Time

The Nurse Practitioner (NP) provides advanced nursing care and comprehensive mental health services to children and youth across IFNA communities. The NP supports clients experiencing complex mental health concerns, including trauma, grief, addictions, emotional regulation challenges, anxiety, mood disorders, behavioral concerns, and other complex care needs. The role includes assessment, diagnosis, treatment planning, medication management, follow-up care, health education, crisis intervention, and primary care as required.

Responsibilities:

Direct Clinical Care

- Conduct holistic mental health assessments, provide diagnoses, and deliver advanced and primary care for children and youth within the NP's scope of practice.
- Prescribe and manage medications and order diagnostic tests in accordance with legislation, regulatory requirements, clinical standards, and best practices.
- Monitor emotional wellness, safety concerns, risk factors, treatment response, and client progress, including during periods of increased community need or crisis.
- Provide supportive counselling, psychoeducation, and brief therapeutic interventions for children, youth, and families using trauma-informed, culturally safe, and strengths-based approaches.
- Support clients experiencing mental health concerns, addictions, substance use, grief, trauma, behavioural concerns, emotional distress, and complex care needs.
- Advocate for equitable access to mental health, primary care, wellness, and community supports for Indigenous children, youth, and families.

Coordination and Care Planning

- Collaborate with interdisciplinary team members to develop, implement, and review client-centred care plans.
- Liaise with families, caregivers, educators, physicians, counsellors, cultural supports, external providers, and community partners to coordinate treatment and services.
- Participate in case conferences, interdisciplinary consultations, and coordinated service planning.
- Facilitate referrals to internal and external mental health, wellness, medical, addictions, and community supports as appropriate.
- Contribute to discharge planning, transition planning, and aftercare for youth returning from hospital, treatment, or urban care settings.

Health Promotion and Prevention

- Provide education to children, youth, families, and community partners related to mental health, wellness, substance use, addictions, harm reduction, emotional regulation, and early intervention.
- Support culturally grounded programming, including land-based healing, traditional teachings, parenting supports, community healing events, and other community wellness initiatives.
- Participate in school-based and community-based outreach, presentations, prevention initiatives, and wellness activities that increase awareness and reduce barriers to care.

Mobile and Community-Based Care

- Deliver services in schools, homes, health centers, band offices, and other community settings across IFNA communities.
- Provide outreach, follow-up, and continuity of care for children and youth in remote communities and for youth receiving care in urban settings.
- Collaborate with IFNA outreach and mobile teams to improve service accessibility, coordination, and continuity of care.
- Travel to communities as operationally required to support relationship building, clinical service delivery, and community-based programming.

Documentation, Compliance, and Evaluation

- Complete accurate and timely mental health assessments, treatment plans, safety plans, referrals, follow-up documentation, case notes, and client records.
- Maintain documentation in compliance with PHIPA, IFNA electronic medical record policies, professional standards, regulatory guidelines, legal requirements, and ethical obligations.
- Contribute to service evaluation, quality improvement initiatives, outcome measurement, data collection, and funder reporting requirements.
- Support program accountability and the responsible use of service data while maintaining the confidentiality of client information.

Professional Development and Quality Improvement

- Remain current with emerging research, regional data, evidence-based practices, and Indigenous-led approaches to mental health and wellness care.
- Participate in clinical supervision, interdisciplinary meetings, peer consultation, case reviews, training, and continuing education.
- Engage in reflective practice and ongoing quality improvement to strengthen clinical decision-making, service delivery, and professional growth.

Position Requirements:

- Master's degree in Nursing with a Nurse Practitioner designation.
- Current registration in good standing with the College of Nurses of Ontario (CNO).
- Authorization to prescribe medications and order diagnostic tests within the NP's scope of practice.
- Minimum of two years of experience in mental health, pediatrics, community nursing, or a related practice area.
- Experience working with children and youth experiencing mental health concerns, trauma, addictions, behavioural concerns, and complex care needs.



- Experience working in Indigenous communities and/or rural and remote settings is preferred.
- Experience collaborating with physicians, counsellors, and multidisciplinary teams in clinical and community settings.
- Valid driver's license, clean driving abstract, and access to a reliable vehicle.
- Clear Criminal Record Check with Vulnerable Sector Screening.
- Willingness and ability to travel regularly to remote communities and urban service areas.
- Availability to work Monday to Friday, with flexibility to work outside regular hours, including evenings or weekends, when required to respond to emergencies, community needs, or unexpected circumstances.

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Note: Flexibility is key at IFNA. You may occasionally cover tasks outside your role ensuring comprehensive support for our organization's mission.

Why Join IFNA? If you're ready to contribute to our organization and make a meaningful difference, apply now to join our team. We welcome individuals who are committed to supporting the well-being of our communities.

We offer a full benefits package for full-time positions including health, dental, life insurance, short- and long-term disability, pension and vacation starting at 3 weeks.

Salary Range: \$98,118 to \$132,748

Schedule: Monday – Friday 8:30am to 4:30pm

Submit your resume and cover letter outlining your relevant experience and why you are the ideal candidate for this position to recruitment@ifna.ca identifying **Job #315**. We look forward to welcoming you to our team!

Deadline: October 9, 2025

Please note that only candidates under consideration will be contacted.

We value diversity and encourage individuals from Indigenous backgrounds to self-declare, as preference may be given to candidates with such backgrounds in line with our commitment to inclusivity and community representation.

IFNA encourages any applicant with accessibility considerations to come forward throughout the recruiting processes.