



Membertou

WELCOMING THE WORLD!

Employment Opportunity

Job Title:	Aftercare and Community Reintegration Support Worker
Department:	Membertou Health Centre
Program Area:	Mental Health & Addictions
Reports To:	Mental Health & Addictions Coordinator
Salary:	Commensurate with experience
Employment:	Full-time
Role Type:	Non-clinical support, navigation and community reintegration

About the Role:

Membertou First Nation is seeking an Aftercare and Community Reintegration Support Worker to provide practical, relationship-based and culturally safe support to community members preparing to enter addictions or mental health treatment, returning from treatment, transitioning home following incarceration, reconnecting after prolonged disengagement from services or community life, or rebuilding stability, routines and wellness.

The Worker will help individuals navigate programs and systems, complete referrals and applications, prepare for and travel to treatment, develop aftercare and reintegration plans, access community and cultural supports, build daily living and life skills, attend appointments and maintain connections with appropriate services through a strengths-based, trauma-informed, client-centered and culturally grounded approach.

Key Responsibilities:

- Receive approved referrals, complete non-clinical intake and needs identification, and develop practical individualized support plans with clear goals, actions, timelines and follow-up.
- Help individuals understand and access detoxification, addictions treatment, mental health, residential, outpatient, cultural, land-based, peer and community recovery options.
- Assist with treatment applications, referral forms, health information requests, identification, funding, travel and admission arrangements, and prepare individuals for treatment and discharge transitions.
- Begin aftercare planning before discharge whenever possible and support follow-through with wellness, counselling, primary care, medication follow-up, recovery groups, housing, income, employment or education, family relationships and healthy routines.
- Provide respectful follow-up after missed appointments, relapse, disengagement or setbacks, while maintaining safety, accountability and a non-judgmental approach.
- Support individuals returning from incarceration or justice involvement through consent-based release planning, practical transition support, referrals and consistent post-release follow-up.
- Coach and support daily living and life skills such as scheduling, budgeting, banking, meal planning, transportation, communication, household routines and accessing community services.
- Provide navigation, advocacy and warm hand-offs to Membertou and external health, justice, housing, income, employment, education, treatment, cultural and community services.
- Plan or support aftercare, recovery, reintegration, wellness, life-skills, cultural and community education activities; maintain accurate confidential records and contribute to program evaluation and improvement.
- Follow all Membertou and Health Centre privacy, safety, vehicle, travel, lone-worker, critical incident and risk-management procedures and seek supervision whenever needs exceed the role's scope.
- Complies with Band Personnel Policy.
- Maintain positive relationships with Membertou's Internal and External Customers, ensuring transactions or information received on behalf of the Band and/or its members are kept confidential.
- Maintain and improve Membertou's Quality Management System as it relates to job related duties and/or department.

- Other department related duties as required by the Mental Health & Addictions Coordinator and/or Health Director or Director of Education.

Qualifications:

- Diploma, certificate or degree in social services, community services, addictions, mental health, human services, community development, justice, Indigenous studies, rehabilitation, counselling support or a related field.
- An equivalent combination of relevant education, training, community knowledge and demonstrated experience may be considered. A Bachelor of Social Work is not required.
- Experience supporting individuals affected by substance use, mental health challenges, incarceration or justice involvement, housing instability, trauma, family disruption or prolonged disengagement from services or community life.
- Experience with service navigation, referrals, advocacy, case coordination, outreach, treatment support, discharge planning, life-skills coaching or community programming.
- Knowledge of Membertou, Mi'kmaq culture, community strengths, services, protocols and history is a strong asset; Mi'kmaq language skills are an asset.
- Relevant personal, family or community experience with recovery or reintegration may be considered an asset when combined with demonstrated stability, sound judgement, professional boundaries and readiness to support others.
- Strong relationship-building, service-navigation, advocacy, problem-solving, planning, follow-up, communication, conflict de-escalation and documentation skills.
- Valid driver's license and insurability under Membertou requirements; First Aid and CPR, or willingness to obtain promptly; satisfactory Criminal Record and Vulnerable Sector checks.
- Willingness to complete required training such as Mental Health First Aid, suicide intervention, non-violent crisis intervention, trauma-informed practice, naloxone response, privacy, cultural safety, documentation and lone-worker safety.

Professional Scope:

This is a non-clinical support and navigation position. The Worker does not diagnose mental illness or substance-use disorders, provide psychotherapy, prescribe or manage medication, make clinical treatment decisions, provide legal advice, determine release conditions, or perform probation or parole enforcement. Concerns outside the role's scope are referred to regulated professionals, justice partners or emergency services as appropriate.

The position includes office work, community outreach, home or program visits, approved treatment and institutional visits, travel and client accompaniment. Some evening, early morning or weekend work may be required to support treatment travel, admissions, discharge, programming, urgent transition needs or community activities.

Preference is given to Aboriginal peoples in accordance with the Aboriginal Employment Preferences of the Canadian Human Rights Commission.

To Apply: Submit your cover letter and résumé to:

Attention: Scott Thomas
 Membertou Human Resources Department
 47 Autwen Ma'sl Awti
 Membertou, NS B1S-2P5

Or via E-mail to: jobs@membertou.ca

DEADLINE FOR APPLICATIONS: Friday, September 4th, 2026, at 4:30 PM AST.

Thank you for applying, however, only those selected for an interview will be contacted.

Membertou reserves the right to pause, extend or revoke this posting at any time without notice.