



Anishnawbe Health Toronto

Our mission is to improve the health and well-being of Indigenous people in spirit, mind, emotion and body by providing Traditional Healing within a multidisciplinary health care model.

EMPLOYMENT OPPORTUNITY

Traditional Services

Policy Developer

Full-time One Year Contract



Anishnawbe Health Toronto (AHT) offers access to health care practitioners from many disciplines including Traditional Healers, Elders and Medicine People with the objective “to recover, record and promote Traditional Aboriginal practices where possible and appropriate.” AHT not only promotes traditional healing practices but has affirmed and placed them at its core. Its model of health care is based on traditional practices and approaches as they are reflected in the design of its programs and services. The Traditional Services team, made up of Traditional Healers and Osh-ka-be-Wis, is the core of AHT as the team works with all programs within the organization.

Anishnawbe Health Toronto has broken ground for a new home and an Indigenous Hub in the West Don Lands. Construction of the new home is expected to be completed in the spring of 2023. Join our dynamic team at AHT and the exciting programs and services offered at AHT, as our collective work supports the reclamation of culture and identity.

Duties & Responsibilities:

- Responsible for conceptualizing, researching, and writing policies for the services provided by the Traditional team at Anishnawbe Health Toronto (AHT).
- Expand AHT’s capacity for innovative policy development that focuses on the traditional interventions which are performed which reflect the culture-based model of the organization which emphasizes traditional teachings, methods, and healing approaches.
- Engage with Healers, Elders and Medicine People within the organization, as well as in Ontario, to gather sound information relevant to providing Traditional Doctoring, Traditional Medicines, Traditional Counseling, Traditional Teachings, Healing Circles and Traditional Ceremonies to assist clients, families, staff and the Indigenous community in self-healing, balance, and wellness.
- Develop the policies by documenting the purposes, goals, objectives, definitions, responsible parties, and procedures of its traditional healing practices, ceremonies, and medicines.

- Determine which traditional methodologies should be covered by the policies, some of which may include Sweat Lodge, Pipe Ceremonies, and Medicine Teachings.
- Identify effective methods of knowledge transfer based on specific targeted audiences using Indigenous ways of knowing and methods that are culturally and contextually appropriate; and determine how to share that knowledge so as to not inadvertently misappropriate the knowledge.
- Through the policy development work, support the reclamation and preservation of Indigenous traditional knowledge.

Qualifications & Experience:

- Undergraduate education in Healthcare or Public Policy or an acceptable equivalent combination of education and experience.
- 2 to 3 years of related work experience is preferred formulating policy and working on policy initiatives, assessing impacts, and conducting environmental scans.
- Understanding of Ontario’s healthcare system and knowledge of the complex health service delivery landscape and the inter-jurisdictional issues as they relate to First Nations health.
- Thorough understanding of issues affecting Indigenous people in an urban setting especially in healthcare and the social determinants of health.
- Strong relationship-building skills, with experience with First Nations community engagement and First Nations decision making processes.
- Ability to take critical feedback from all partners to ensure the current reality of Indigenous people is properly reflected and advocated for in our work.
- Familiarity with traditional healing practices, medicine, ceremonies and traditional knowledge, culture, and history.
- Demonstrated ability to work independently in a self-directed manner with minimal supervision.
- Detail-oriented with excellent organization and time management skills.
- Excellent verbal and written communication skills and demonstrated ability to synthesize information from a variety of sources and develop effective and comprehensive reports, briefings, and presentations for various stakeholder audiences.
- Strong working knowledge of computer applications, especially the Microsoft Office suite (i.e. Word, PowerPoint, Excel).
- The position requires travel within Ontario. A valid Ontario driver’s license is an asset.
- COVID-19 vaccination is a requirement of the job unless you have an exemption on a medical ground pursuant to the Ontario Human Rights Code.

Terms of Employment & Remuneration Details:

- Full-time one year contract (FTE 1.0) based on 35 hours (5 days) per week.
- Salary range is \$70,000 to \$85,000 per annum based on education and related work experience.
- Benefits entitlement is available upon completion of 3 month’s probationary period.

How to Apply: Please submit your cover letter and resume in a single document by email to recruitment@aht.ca, with your name and “Traditional Services Policy Developer Employment Opportunity” in the subject line. If you have questions about the application process, please call 416-920-2605 x 332.

Employment Start Date: April 1st, 2022

Anishnawbe Health Toronto offers competitive compensation and a supportive workplace environment.

Applicants who self-identify as Indigenous and meet the requirements of the job posting will be given first consideration in the hiring process.

Anishnawbe Health Toronto is committed to diversity and values the contribution of its employees from diverse backgrounds and experiences. We welcome applications from Indigenous persons, visible minority group members, women, persons with disabilities, members of sexual minority groups, and others who contribute to greater diversity of perspectives.

If you are invited for an interview and require accommodation, please let us know. Miigwetch to all applicants, however, only those selected for an interview will be contacted.