



FOUR ARROWS REGIONAL HEALTH AUTHORITY

JOB DESCRIPTION ADDICTION AND HARM REDUCTION NURSE TERM POSITION – END OF MARCH 2027

ADDICTIONS AND HARM REDUCTION NURSE

Under the direction of the Addictions Services Program Manager, the Addictions and Harm Reduction Nurse provides compassionate, culturally safe, trauma-informed, and harm reduction-focused care to Anishinew community members accessing services through the Manitoba Anishinew Mobile Addictions Network (MAMAN). Working collaboratively with physicians, community partners, nursing stations, and interdisciplinary team members, the nurse supports individuals living with substance use disorders through outreach, opioid agonist treatment, harm reduction services, health promotion, and culturally responsive care.

This position includes providing services at the Winnipeg MAMAN Clinic as well as regular travel to Island Lake First Nations communities to support in-community addictions services, capacity building, and collaborative care.

This is a term contract position ending March 31, 2027, with the possibility of an extension based on organizational needs and funding availability. The position may be filled as one full-time (1.0 FTE) or two part-time (0.5 FTE) positions, depending on the qualifications, experience, and availability of the successful applicant(s). Final FTE arrangements will be determined during the hiring process.

Thaagiiwewin
Love

Kitennim'wowin
Respect

Kweyakatithiwin
Honesty

Zoon'gadehewin
Courage

Tepwewin
Truth

Kakihtawentamowin
Wisdom

Tapasenimowin
Humility

AN'DA KESTAGAYIN (*What You'll Be Doing*)

- Conduct comprehensive medical, psychosocial, and behavioural assessments for individuals with substance use disorders.
- Develop individualized care plans that support clients' recovery goals and overall well-being.

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- Administer medications as prescribed and provide medication education to clients and their families.
- Coordinate with pharmacies to ensure appropriate medication access and management.
- Provide individual and group counselling using trauma-informed, culturally responsive, and harm reduction approaches.
- Collaborate with physicians, therapists, counsellors, social workers, and other interdisciplinary team members to deliver comprehensive care.
- Maintain accurate client documentation, treatment plans, and progress notes using EMR and Acuro E-Chart.
- Provide ongoing support, education, and guidance to clients and their families throughout the treatment process.
- Assist with the orientation of new nursing staff, as needed.
- Participate in quality improvement initiatives and addiction-related research projects.
- Support community capacity building through staff engagement and training.
- Deliver outreach services, including home visits and visits to nursing stations and health centres in Island Lake communities.

KAAKINABAN'DAMIN GEH *(Additional Responsibilities)*

- Participate in case conferences and multidisciplinary care planning.
- Assist with discharge planning and coordination of community supports and follow-up care.
- Promote health education and wellness initiatives related to substance use prevention, mental health, and harm reduction.
- Advocate for clients by facilitating access to health, social, and community resources.
- Support the implementation of organizational policies, clinical practice guidelines, and accreditation standards.
- Maintain client confidentiality and ensure compliance with professional, ethical, and legislative standards.
- Participate in ongoing professional development and mandatory training.
- Contribute to program evaluation and the continuous improvement of addiction and mental health services.
- Perform other duties as assigned within the scope of practice.

KEKWANEN KEPIITOoyan *(What You'll Bring)*

- Registered Nurse (RN) with a Bachelor of Nursing (BN) or Licensed Practical Nurse (LPN) in good standing with the applicable Manitoba regulatory college.
- Minimum of two years' experience in addictions nursing, mental health, or a related clinical setting.

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- Experience providing mental health and addiction assessments, interventions, and treatments; experience in Addictions Medicine and Harm Reduction is considered an asset.
- Knowledge of First Nations and Anishinew cultures, traditions, and the issues affecting children, families, and communities.
- Strong communication, interpersonal, organizational, and documentation skills.
- Ability to work independently while collaborating effectively within an interdisciplinary team.
- Sound clinical judgment and understanding of the scope of nursing practice.
- Willingness and ability to travel independently to Island Lake communities.
- Current CPR and First Aid Certification (or willingness to obtain).

WEH KITATS CHIYAAYIN ANOOKIIWIN *(Conditions of Employment)*

- A Clear Criminal Record Check, Vulnerable Sector Search and Child Abuse Registry Check
- Must be able to travel (when required)
- A valid MB driver's license

NIN'THITH'TAAM *(I Understand)*

Azzay inskwayam'toon ekwa mina niin'thith'taan weh anookiiwin gaawitootaman.

(I have read the foregoing and understand that it is a description of the job duties assigned to me.)

Employee Signature

Date

Supervisor Signature

Date

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MAMOW ANISHININEW MINOYAWIN