

The Confederacy of Mainland Mi'kmaq



# OPPORTUNITY BRIEF

Mi'kmaw Disability Care  
Coordinator  
2 Year Term

## STATEMENT OF INTENTION

In line with the Indigenous Employment Preference Policy of the Canadian Human Rights Commission, we encourage qualified Mi'kmaq and other Indigenous/First Nations applicants to self-identify. Qualified Indigenous applicants will be given priority.

We deeply value the diverse perspectives and experiences that strengthen our team and community. We also warmly welcome applications from all equity-deserving individuals, including those who identify as African Nova Scotian, Black, racialized, a person with disabilities, 2SLGBTQIA+, or newcomers to Canada. If you're comfortable, please share this information and your pronouns in your application.

To ensure a thoughtful and inclusive process, we've partnered with the P4G search team, who are committed to fostering a safe and supportive environment. They're here to listen and help accommodate your needs, making sure your journey with us is intentional and inclusive.

## About The CMM

The Confederacy of Mainland Mi'kmaq (The CMM), incorporated in 1986 as a not-for-profit under Nova Scotia's Societies Act, began with two staff members and has since grown to close to 200. Its mission is to proactively promote and support Mi'kmaq communities' self-determination, well-being, and community enhancement.

The CMM serves eight Mi'kmaw communities: Wasoqopa'q, Annapolis Valley, Bear River, Glooscap, Millbrook, Paqtnkek, Pictou Landing and Sipekne'katik. Originally mandated by Indian and Northern Affairs Canada (INAC) to provide advisory services in finance, economic development, community planning, technical services, and governance, The CMM expanded its scope in response to the evolving priorities of its member communities.

The Health and Social Services Department, established in Spring 2020 as part of The CMM's Strategic Plan, builds on the work of the former Health Unit. The department is committed to promoting health and wellness across all ages, supporting children, families, adults, and Elders. It focuses on integrating culture into service delivery, offering training, knowledge-sharing, and advocacy. Additionally, the department represents The CMM communities at regional and local health tables, advocating for improved health services and resources.



## THIS MOMENT, THIS POSITION

Under the direction of the Director of Health & Social Services and the Community Health Programs Manager, the Mi'kmaw Disability Care Coordinator will support the implementation of Mawi-Apo'qmaq'tuntine'j, an evidence-based initiative that enhances capacity, resilience, and inclusion for Mi'kmaw individuals living with disabilities.

The Mi'kmaw Disability Care Coordinator serves as a front-line, no-barrier support for clients and their families, providing culturally safe, strengths-based service navigation while working closely with communities, provincial partners, and Indigenous Services Canada.

This role emphasizes inclusive citizenship, cultural grounding, and systemic advocacy to ensure Mi'kmaw clients receive timely, equitable, and culturally relevant supports.

## POSITION RESPONSIBILITIES

- Develop and implement individualized support plans that reflect client strengths and aspirations.
- Build and maintain partnerships with Mi'kmaw-led service providers, Health Directors, and government agencies.
- Collaborate with the Provincial Regional Hub IPSC to streamline access and reduce service barriers.
- Advocate for culturally relevant, trauma-informed services and uphold Mi'kmaw values in all planning and delivery.
- Raise awareness of Mi'kmaw rights and promote inclusive community spaces and land-based healing initiatives.



## WHAT WILL HELP YOU SUCCEED?

- Diploma in Human Services or related field, or relevant degree and 2+ years' experience (or equivalent combination).
- Strong knowledge of Mi'kmaw communities, culture, and governance.
- Experience in case management, service coordination, and community engagement.
- Understanding of provincial/federal health systems and Indigenous service structures.
- Mi'kmaw language skills are an asset.
- Valid driver's license and reliable transportation required.
- A vulnerable sector check will be required.
- Requires flexible hours and trauma-informed approaches in emotionally sensitive situations.
- Applicants must be legally entitled to work in Canada.

## Why Work With The CMM?

The Confederacy of Mainland Mi'kmaq (The CMM) is well known throughout Canada as a professional organization that is committed to providing a pleasant and healthy working environment for all its employees. As an organization, The CMM understands that a great work/life balance is essential to success. As a full-time employee, you can expect:

An atmosphere that is both professional and family-oriented.

Enrollment in the organization's benefits package on your first day of employment with no waiting period, which includes Health & Dental, and Employee & Family Assistance Program (EFAP).

Generous amounts of paid time off, including:

- Paid Statutory Holidays plus St. Anne's Day and National Indigenous Peoples Day.
- Summer Shutdown (2 weeks).
- Christmas Shutdown (roughly 2 weeks).
- 1 week of discretionary vacation time (up to 2 weeks with 10 years of service).
- Social Committee, Staff Days, Staff Knowledge Days, etc.

**Salary: \$49,071 - \$68,700**

**Duration: 2-Year Term**

**Location: 52 Legends Avenue, Millbrook FN, B6L 0A3**

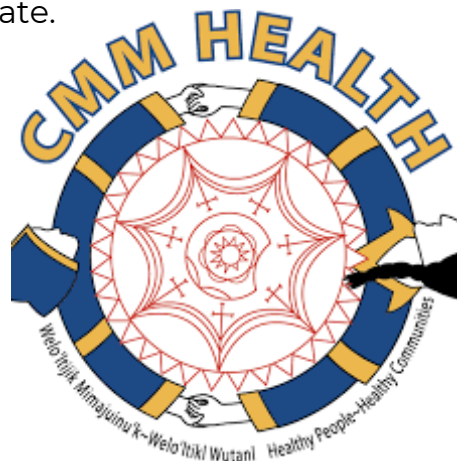
**Schedule: 4 day work week, 9:00 am - 4:30 pm**

**Travel: Frequent travel throughout Nova Scotia, including overnight stays.**

## WHAT TO EXPECT

Hiring processes often reflect systems that don't work for everyone. At Placemaking 4G, we believe recruitment should be relational and affirming. We working with organizations to ensure candidates are respected, informed, and supported throughout.

- We closely review all applications and read each cover letter (we promise).
- If you are selected as a top candidate, expect an invitation to chat with a Lead Placemaker from P4G. This is someone who treats the recruitment process non-traditionally. We want to get to know what inspires you.
- Selected candidates will proceed to a virtual interview with the Lead P4G Placemaker and 2-3 organization representatives.
- Finalists may participate in a second-round interview or skills activity (virtual or in-person).
- P4G will check employment references and assist in presenting an offer to the successful candidate.



**Apply now by  
Clicking Here!**

Applications will be accepted until  
**October 6, 2025 at noon AST (Or until the  
position has been filled).**

Please include a cover letter that speaks  
your experience and offers a glimpse of  
your personality.

### **Have questions about the role?**

Reach out to the Lead Placemaker at P4G to  
learn more.

Amanda McNutt  
Amanda@p4g.ca