Cultural Wellness Support Worker - Job Description

Job Title: Cultural Wellness Support Worker

Department: Ahousaht Wellness Center

Location: Ahousaht, BC

Reports To: info.wellness@ahousaht.ca Wellness Center Operation Coordinator

Employment Status: Full-time, Permanent

Hours of Work: Up to 40 hours per week, with flexibility for evenings and weekends as required

Wage Range: depending on experience and qualifications

Probation Period: 3 months

Application Status: Open until filled

Position Summary

The Cultural Wellness Support Worker provides culturally grounded wellness support to participants of the Ahousaht Wellness Center, with a focus on healing, stabilization, land-based programming, and cultural reconnection. The role supports participants in strengthening their connection to Ahousaht culture, teachings, language, and community while promoting emotional, mental, spiritual, and physical wellness.

This position works closely with Elders, Knowledge Keepers, Wellness Center staff, and community partners to help ensure services are trauma-informed, culturally safe, and participant-centered. The role also supports integrated wellness planning and respectful cultural practice within both program and community settings.

Key Duties and Responsibilities

- Provide one-to-one and group-based cultural wellness support to participants engaged in healing, stabilization, and wellness programming.
- Facilitate culturally grounded activities such as storytelling, drumming, singing, language sharing, traditional foods and medicines, cedar work, land-based outings, and ceremonies, as appropriate.
- Support participants in reconnecting with Ahousaht identity, teachings, protocols, and values.
- Assist in planning, organizing, and delivering cultural wellness programming within the Wellness Center and in community or land-based settings.
- Work with Elders and Knowledge Keepers to ensure cultural teachings and protocols are followed respectfully.
- Build trusting and respectful relationships with participants using a trauma-informed, strength-based, and non-judgmental approach.
- Assist participants in identifying individual wellness goals and support them in taking meaningful steps toward those goals.
- Help maintain a safe, welcoming, and culturally respectful environment in all program spaces.

- Participate in team meetings, case management discussions, and care planning to support continuity of care and integrated service delivery.
- Maintain accurate and confidential documentation of participant interactions, activities, and program supports.
- Complete required reports, summaries, and related records in a timely manner.
- Perform other related duties as assigned.

Core Competencies

- Cultural Knowledge and Integrity: Demonstrates strong understanding of Ahousaht culture, teachings, and protocols, and seeks guidance from Elders and Knowledge Keepers where needed.
- Trauma-Informed and Participant-Centered Practice: Supports participants in a safe, respectful, and non-judgmental manner while recognizing the impacts of trauma and colonization.
- Communication and Interpersonal Skills: Communicates clearly, listens actively, and builds trust with participants, families, colleagues, and community partners.
- Teamwork and Collaboration: Works cooperatively with others and contributes to a positive, respectful, and supportive workplace.
- Professionalism and Ethics: Maintains confidentiality, boundaries, accountability, and compliance with policies and procedures.
- Organization and Time Management: Manages tasks effectively, keeps records current, and balances multiple responsibilities.
- Adaptability and Problem Solving: Responds calmly and appropriately to changing needs, crises, or unexpected situations.

Qualifications and Skills

- Strong knowledge of Ahousaht culture, teachings, language, and traditional protocols, or strong Nuu-chah-nulth cultural knowledge with Ahousaht approval.
- Experience in cultural support, community wellness, social services, or related work.
- Understanding of trauma-informed practice, Indigenous healing approaches, and participant-centered support.
- Ability to facilitate cultural, educational, or healing-focused activities with individuals and groups.
- Strong verbal and written communication skills.
- Ability to maintain organized documentation and follow reporting expectations.
- Criminal Record Check with Vulnerable Sector Check required.
- Valid BC driver’s licence and access to reliable transportation is an asset.
- Current First Aid/CPR certification, or willingness to obtain, is an asset.
- Diploma, certificate, or relevant training in social services, human services, Indigenous wellness, or a related field is an asset, or an equivalent combination of lived experience and community-based knowledge.

Working Conditions

- Primarily based at the Ahousaht Wellness Center, with activities taking place in the Wellness Center, community, and land-based settings as needed.
- Flexibility is required for evening or weekend programming, ceremonies, gatherings, and cultural events.
- Work may involve travel within the region and participation in outdoor activities in varying weather conditions.
- Regular interaction with participants who may be experiencing trauma, addiction, grief, or mental health challenges.
- Staff are expected to model a substance-free lifestyle while on shift and uphold the values and expectations of the Ahousaht community.

Performance Expectations and Evaluation

Performance will be reviewed during and at the end of the 3-month probation period, and regularly thereafter. Evaluation may include quality of participant support, cultural safety, teamwork, attendance, reliability, documentation, communication, professionalism, and alignment with Ahousaht values and Wellness Center expectations.

Performance indicators may include:

- Consistent delivery of culturally safe and participant-centered support.
- Positive working relationships with participants, staff, Elders, and community partners.
- Timely and accurate completion of records, reports, and assigned duties.
- Reliability in attendance, punctuality, and follow-through.
- Respect for confidentiality, professional boundaries, and organizational policies.
- Active participation in team planning, professional development, and program improvement.

Approval and Acknowledgement

Prepared By: _____ Date: _____

Reviewed By _____ Date: _____

Approved By: _____ Date: _____

Employee Name: _____

Employee Signature: _____ Date: _____

Effective Date: _____ Review Date: _____