



DATE CHANGE!!!!

Anokìwin/Community Hunt

Kidà minwenindam kidji anokìn? /Would you like to hunt?

The Land, Water and Animals Advisory Committee are inviting community members of all ages to come on a community hunt.

The goal is to supply Kiweda clients with fresh moose meat, to deliver meat to the seniors or those that cannot hunt, and for a Community Feast.

It will also be a great experience for those that never hunted, to promote and revitalize one of many cultural activities and become familiar with KZ territory.

You will need to bring:

- Sleeping bags/blankets & pillow
- Toiletries/hygiene products
- Tent and fishing rods in case needed
- Personal medications needed

This hunting trip is set for:

Departure: Monday, October 5, 2026

We will all meet at the **KZ community Cabin**

Return to KZ: Friday, October 9, 2026

Everyone is welcome on Friday Oct. 9, 2026 for a community feast, music and games at the KZ Community Cabin.

REGISTRATION REQUIRED!

If there are not enough participants, this activity will be cancelled.

To register or for further information, feel free to contact

Mariette Buckshot at: 819-449-5170 or

LWAAC.Coordinator@kza.qc.ca

21st (NEW DATE!!)

OCTOBER ~~2nd~~, 2026, 5 PM-8 PM
KITIGAN ZIBI COMMUNITY HALL

ALL AGES WELCOME!!

Movie Night water, connection, and protection

**Nibì-inanokiwin
Rights for Water**

- Water ceremony
- Dinner
- Sharing circle
- Community art project

Confirm your attendance:
Scan the QR code or email
tenagadino@gmail.com

Organized by:



Community sponsor:



**SIERRA CLUB
CANADA**



tenagadinoalliance.ca
[facebook@tenagadino.alliance](https://facebook.com/tenagadino.alliance)

Responsibility for Crimes: Age 12 and Up

In Canada, young people can be held responsible for a crime as of age 12. So, police can arrest a teenager if they think that the teen committed a crime (for example, theft, assault, drug possession or trafficking).



But the law treats teens under 18 differently than adults.

In some cases, a teenager might get an [extrajudicial measure](#) or an [extrajudicial sanction](#). If so, the teen might not have to go through the usual court process. In other cases, a teenager might be officially accused of a crime and have to [go to court](#).

Responsible before age 12?

A young person can do something wrong, but it is not always a crime. An example is breaking a window while playing baseball. Young people can be held responsible for these acts even if they are under 12 years old. But, in these situations, we are talking about civil responsibility, not criminal responsibility.

This information helped me better understand my rights or responsibilities.

1
Strongly disagree

2

3

4

5
Strongly agree



Éducaloi provides general information about the law that applies in Québec.

This is not a legal opinion nor legal advice.

To find out the specific rules for your situation, consult a [lawyer or notary](#).

Extrajudicial Sanctions: Instead of the Court Process

When young people ages 12 to 17 are accused of a crime, the law provides ways they can be held accountable without putting them through the traditional court process. An extrajudicial sanction is one of these ways.



Extrajudicial Sanctions: Repairing the Harm Caused

Extrajudicial means outside the court. An extrajudicial sanction is something teenagers must do to make up for their crimes without going through a traditional court process.

An extrajudicial sanction gives teenagers a chance to repair the harm they caused the victim, if any. The victim has a say in the sanction the teen gets.

For example, a teenager might have to send the victim a written apology or take part in a mediation session with the victim. A mediation session is a meeting the teen has with the victim. Each person can talk about what happened and decide what the teenager can do, if anything, to make up for the harm caused.

What if there was no direct victim or the victim wants nothing to do with the teenager? In that case, the teen could be asked to give back to the community by doing up to 120 hours of community service.

Or the teenager might have to take part in a program that makes him think about the harm he caused.

Who Decides and How?

Different people will study a teenager's case to decide whether an extrajudicial sanction is the best option. Here is the process:

1. The prosecutor studies the file

The prosecutor is a government lawyer who brings criminal cases to court against people accused of crimes. The prosecutor is officially called a criminal and penal prosecuting attorney.

The prosecutor will study the teenager's police file. They will decide whether there is enough proof to take the case further. Depending on how serious the crime is, the prosecutor can do these things:

- officially accuse the teenager of one or more crimes
- send the teen's case to a youth worker

Important! A teenager might have to go in front of a judge before his case is sent to a youth worker. This is called an appearance. The appearance is not a trial.

2. The youth worker decides whether an extrajudicial sanction is the best option

Youth workers are professionals who work with teenagers accused of a crime. They work in youth centres. They decide whether teenagers should get an extrajudicial sanction. A teenager might have to meet with a youth worker. The teen's parents can go with him.

The youth worker studies the teenager's case. Before deciding whether to give an extrajudicial sanction, the youth worker has to be sure of these things:

- The teenager admits to committing the crime. A teen cannot get an extrajudicial sanction if he says he's innocent.
- The teenager agrees to get an extrajudicial sanction. The teen must agree freely. This means he must fully understand what it means to get an extrajudicial sanction. And he must not feel forced or pressured to agree.
- The teenager was told that he has the right to a lawyer.
- The teenager was given the chance to speak with a lawyer before he agreed to the sanction.

If the youth worker thinks that an extrajudicial sanction is the best way to deal with the case, the teenager's file will be transferred to an Organisme de justice alternative or OJA (alternative justice organization). This is a community organization that works with teenagers accused of crimes, as well as with victims of crimes.

3. An OJA will help the teenager through the process.

OJAs help teenagers who get extrajudicial sanctions. A professional will meet with the teenager to explain what he has to do. The teen's parents can go with him to the meeting.

Important! If the teenager decides not to complete a extrajudicial sanction, he might have to go through a [traditional court process](#) and get a punishment, called a [sentence](#).

After the Harm is Repaired

A teenager's case will be over once he completes the extrajudicial sanction. The teen will not have to go through a traditional court process.

Important!

- If the teenager received a notice to appear or similar document and appeared in front of a judge (an appearance), the teen or his lawyer will have to go back to court to ask that the court case be closed (dismissed). The teenager can also ask the police department to destroy his fingerprints. A lawyer can help with this.
- If the judge gave the teenager specific conditions (orders), the teen must continue to obey them until the court dismisses the case.

Will the Teenager Have a Record?

Yes, information about the teen will be [kept in a few places](#).

The police, the prosecutor, the youth centre and the OJA will keep information about the teenager, the crime and the extrajudicial sanction received.

Some people will be able to see this information for two years. The information can be used if the teenager is accused of another crime.

Your Child's Right to a Lawyer

A teenager who is arrested by the police or charged with a crime can benefit from the services of a lawyer free of charge. The lawyer's job is to defend the teen.



The right to consult a lawyer

A teen who has been arrested or detained has the right to speak to a lawyer. The lawyer provides the teen with initial legal advice.

The police must inform your child of this right and allow them to contact the lawyer of their choice at the first reasonable opportunity. What counts as the first reasonable opportunity will depend on the situation. However, the police generally cannot just ask your child whether they have their cellphone to contact a lawyer. The police must take more proactive steps.

If the teen does not know any lawyer, the police must provide the phone number for legal aid, which offers the service of a lawyer "on call" 24 hours a day. This service is free of charge.

If the police wish to question your child, he or she has the right to consult you (the parents) or another adult in which the child has confidence.

The teen's lawyer can also be present during police questioning.

Important!

Everyone, including teens, has the right to remain silent when arrested by the police.

- If the police are questioning your child, encourage her to talk to a lawyer before answering. This is your child's right.
- You can also speak to a lawyer before answering police questions.

Being represented by a lawyer

Teens suspected of committing a crime **qualify for legal aid**. They can be represented by a lawyer at all stages of legal proceedings. This includes representation regarding court proceedings, extrajudicial measures, and extrajudicial sanctions.

Legal aid is always free for teens facing criminal charges. If you live in Montreal or Laval, call 864-2111. In other regions of Quebec, contact the [legal aid office for your area](#) .

If, for any reason, your child is not represented, a judge can order that they be assigned a lawyer.

Lawyer's Role

The lawyer acts for the teen, not the parents, even if the parents have hired a lawyer and are paying for their services. This means:

- The parents cannot sit in on meetings with the lawyer if the teen does not want them to.
- The lawyer cannot give any information to the parents without the teen's consent. The lawyer must obey rules of confidentiality.

Important!

The court can order your child to be represented by a lawyer who has no connection to you. This can happen if the judge thinks that your child's interests conflict with yours.

On a scale from 0 to 10, how likely are you to recommend
Éducaloi to people you know?

0 1 2 3 4 5 6 7 8 9 10
Not at all likely Extremely likely

Éducaloi provides general information about the law that applies in Québec.

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To find out the specific rules for your situation, consult a [lawyer or notary](#).

Teens Accused of Crimes: Possible Outcomes

In Canada, teens can be held responsible for crimes they commit as of age 12. This does not mean they will be incarcerated. The youth criminal system tries as much as possible to avoid putting teens through a trial.

If your minor child was caught by the police and is suspected of committing a crime, read this article. You will learn what the law says.



A law that encourages social reintegration

They must still pay for their actions but not in the same way as adults. The law encourages teens suspected of crimes to go back to the community and repair harm done to victims. The law also tries to avoid putting them through a full [criminal court case](#). But in some situations, a teen might have to go to court.

The *Youth Criminal Justice Act* treat teens differently from adults. It requires young offenders to take responsibility for their actions. It also encourages social reintegration and repairing the harm caused. It often allows them to avoid a trial.

What Happens After Being Caught by Police

What happens after teens are caught by the police depends on their situations and the seriousness of the crimes they are accused of.

Parents have an important role in supporting their children throughout the process. To learn more, read our articles [Your Child, the Police and You](#) and [Going to Court With Your Child](#).

Police can apply Extrajudicial Measures

In some cases, the police may decide not to take any further action or give the teenager a warning. They may also choose to refer the teenager to a community organization, called an alternative justice organization (OJA), such as Équijustice. In this case, the organization's worker will inform the teenager's parents.

No matter what the police decide to do, they will inform the parents.

Extrajudicial measures help teens avoid a full criminal court case. The police decide whether to apply an extrajudicial measure, depending on the seriousness of the circumstances. They record what happened in a database, and the information is available to all police forces for two years.

To learn more, read our article for teenagers: [Extrajudicial Measures: The Police Decide](#).

The Teen May Get an Extrajudicial Sanction

The police can decide not to apply an extrajudicial measure. Instead, they can send the case to the criminal and penal prosecuting attorney. This is the government lawyer who brings criminal cases to court against people accused of crimes. This lawyer is also called the Crown prosecutor or simply the prosecutor.

The prosecutor can do any of these things:

1. close the case (if there is not enough evidence),

2. file charges against the teen (formally accuse the teen of a crime),
3. send the case to a youth worker.

Youth workers work in youth centres. They decide whether teens suspected of committing a crime can get [extrajudicial sanctions](#). They also try to meet with the parents.

Extrajudicial sanctions are ways to hold teens responsible for their crimes without putting them through a criminal court case. These are examples of extrajudicial sanctions:

- repairing the harm done to the victim by taking part in mediation or by writing a letter of apology
- answering to the community by doing community work
- taking part in a program that encourages teens to think about what they have done and the harm they have caused

To learn more, read our article: [Extrajudicial Sanctions: Instead of the Court Process](#).

The Teen Must Appear in Youth Court

Sometimes a teen must appear before a judge in youth court. In this case, the teen will receive a document, either in person or by mail. The document is called an undertaking, an appearance notice or a summons. The parents usually receive a copy as well. This document gives the date and time the teen must go to court. It also states the crime or crimes the teen is accused of.

Important!

If your child has a court appearance, they must attend. [It is strongly encouraged to go with your child](#).

As another option, your child can generally ask a lawyer to appear in court on their behalf. The lawyer must file a written document with the court confirming they represent your child. This document is called a "designation" in the law.

The appearance is the first step in a [criminal court case](#). This is when a person accused of a crime must plead guilty or not guilty. If the person pleads guilty, the judge will order a sentence (punishment). If the person pleads not guilty, there will be a criminal court case.

After the appearance, teens might still qualify for an extrajudicial sanction. In this situation, they will not have to go through the rest of the criminal court process.

To learn more, read our articles in our Youth Zone [Appearing in Youth Court](#) and [Steps in the Youth Court Process](#).

Important! All people under 18 qualify for legal aid. Contact your [local legal aid office](#) [📍](#) to learn more and get advice from a lawyer.



Indigenous Patient Navigator, Clinical Operations – Permanent Full-Time (1.0)

Join CHEO and help create a health-care experience where Indigenous children, youth and families feel heard, respected, supported and safe.

CHEO is seeking an **Indigenous Patient Navigator (IPN)** to support First Nations, Inuit, Métis and Urban Indigenous patients and families in accessing equitable, safe, timely and culturally responsive care. This is a meaningful opportunity for someone who brings a strong connection to Indigenous communities and a deep understanding of Indigenous health, culture, history and ways of knowing.

As an Indigenous Patient Navigator, you will work alongside patients and families, clinical teams and community partners to help people navigate complex health-care systems and access the supports they need. You will serve as an advocate and trusted partner throughout the patient journey—helping families understand their care options, coordinating services and follow-up, identifying and addressing barriers to care, and ensuring that Indigenous patient and family voices are reflected in clinical decision-making.

A significant part of this role will involve **patient navigation and advocacy**. You will provide trauma-informed and culturally safe support across primary, acute, specialty and community services, assisting with care planning, referrals, appointments, discharge coordination and follow-up. You will help patients and families navigate practical and systemic barriers, including transportation, medical escorts, jurisdictional issues, benefits and coverage, language and documentation requirements. You will also support families in understanding diagnoses, treatment options, medications and care pathways, helping them participate fully in shared decision-making.

You will play an important role in advancing **cultural safety and addressing racism and discrimination within health care**. Working collaboratively with clinical teams and organizational partners, you will promote culturally safe practices, respectfully challenge discriminatory behaviours and systemic barriers, and contribute to antiracism and quality improvement initiatives. You will help connect patients and families with traditional medicines, Elders and Knowledge Keepers, ceremony and land-based supports, based on their preferences and in accordance with organizational policies and protocols.

The IPN will also contribute to building organizational knowledge and capacity. In partnership with **Indigeneity, Inclusion, Diversity, Equity, Access, and Social Justice (I-IDEAS)**, you will contribute to educational and training resources that support staff, medical staff, learners and volunteers in understanding Indigenous health contexts, the impacts of colonization and intergenerational trauma, and Indigenous Safer Care.

Strong documentation, privacy and data practices are also essential to the role. You will document navigation activities appropriately, contribute to program metrics and quality improvement reporting, and ensure that information is collected, stored and shared in a trauma-informed manner that respects patient consent and **Indigenous data sovereignty principles**.

You will bring the patient and family voice to case conferences, huddles, rounds and other interdisciplinary discussions, while contributing to the development of resources that help health-care providers better understand and access supports available to Indigenous patients and families.

What You Bring

You are a compassionate, culturally grounded and highly collaborative professional who is comfortable navigating complex systems and advocating for patients and families. You bring lived experience and a strong connection to Indigenous communities, including First Nations, Inuit and Métis communities, along with a strong understanding of Indigenous histories, cultures, languages, holistic wellness approaches, colonial impacts, intergenerational trauma, social determinants of health and cultural protocols.

You Will Have

- A Bachelor's degree in Nursing, Social Work or a related Indigenous Health field. An equivalent combination of post-secondary education and significant relevant professional experience may be considered.
- At least three years of experience in health navigation, case management, community health, social services or a related field serving Indigenous peoples.
- At least four years of experience collaborating with clinical teams and community partners.
- Demonstrated ability to advocate for Indigenous patients and families by navigating complex systems, identifying and addressing barriers, negotiating pathways and connecting people with appropriate resources.
- Knowledge and experience applying trauma- and violence-informed, culturally safe and anti-racist approaches, with an emphasis on choice, control, safety and strengths-based care.
- Strong communication and facilitation skills, including the ability to translate complex clinical information into accessible language and engage effectively across cultures and disciplines.
- The ability to work independently while also contributing effectively within interprofessional and cross-disciplinary teams, including the confidence to respectfully challenge harmful practices when required.
- Working knowledge of client information systems, documentation and privacy requirements, as well as distinction-based approaches and Indigenous data sovereignty.
- Strong analytical, problem-solving, organizational and time-management skills, with the ability to adapt and prioritize in a fast-paced health-care environment.
- A demonstrated commitment to excellence, patient- and family-centred care, diplomacy and respectful engagement.

Additional assets include training in non-violent crisis intervention, mediation, de-escalation or conflict resolution; knowledge of Non-Insured Health Benefits (NIHB), Jordan's Principle, medical travel processes and

jurisdictional funding pathways; experience working with interpreters; and bilingual French/English proficiency or fluency in one or more Indigenous languages.

A Vulnerable Sector Check is required.

Why This Role Matters

This role goes beyond helping patients find their way through the health-care system. The Indigenous Patient Navigator helps ensure that Indigenous children, youth and families experience care that recognizes their rights, culture, strengths, perspectives and choices. Through advocacy, relationship-building and system navigation, you will help reduce barriers, strengthen partnerships and contribute to a safer, more equitable health-care experience for Indigenous families at CHEO and across the broader health system.

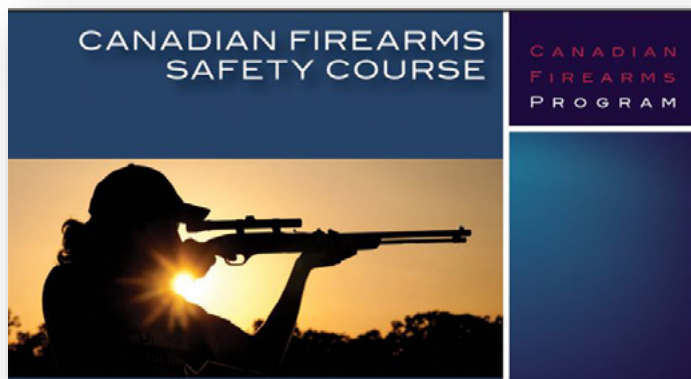
To Apply:

Please submit your application via our online portal at <https://cheo.wd10.myworkdayjobs.com>

JR8078: [Indigenous Patient Navigator, Clinical Operations – Permanent Full-Time \(1.0\)](#)

JR8104: [Indigenous Patient Navigator, Clinical Operations – Permanent Full-Time \(1.0\)](#)

JR8105: [Indigenous Patient Navigator, Clinical Operations – Permanent Full-Time \(1.0\)](#)



A Canadian Firearms Safety Course
will be given at the Multi-Use building 137C Kichi Mikan
(*beside KZPS*) on :

Saturday October 31st, 2026 at 7:30 AM



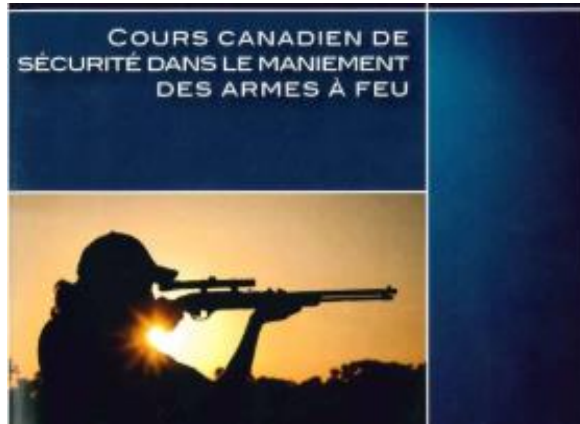
**This course is mandatory to apply for your
Possession and Acquisition Licence (PAL)**

To Register, send an email to: aureldube@videotron.ca
(15 places available)

Cost: \$110.00

Instructor: Aurel Dubé CD





**un Cours Canadien de sécurité dans
le maniement des armes à feu**
sera donné à l'édifice Multi-service au 137C Kichi Mikan

Dimanche 1 novembre 2026 à 7:30



**Ce cours est obligatoire pour appliquer pour le
Permis de Possession et Acquisition (PPA)**

Pour inscription, envoyez un courriel à:
aureldube@videotron.ca
(15 places available)

Cost: \$110.00

Moniteur: Aurel Dubé CD





JOB OPPORTUNITY

Open until filled

POSITION:	Community Health Nurse
LOCATION:	Kitigan Zibi Health and Social Services
WORK SCHEDULE:	35 hours a week
TERM:	Indeterminate – Full Time (6-month probationary period)
SALARY:	Level 7 (range based on experience)
DUE DATE:	Open until filled

Under the supervision of the Nurse Team Leader, the Community Health Nurse provides comprehensive and culturally appropriate nursing care for eligible clientele, which is comprised of health assessments/intervention, community based public health promotion/education and referrals; provided in connection with family support/involvement and through various community resources/partnerships.

PREAMBLE

If you are interested in applying for this position and can demonstrate that you meet the mandatory basic requirements, please forward your: **cover letter, updated resume, copy of your degrees and/or diplomas/certificates, three (3) work references** and any documentation that will support you meet the mandatory qualifications. A police reference check will be required if considered for the position.

Please provide your job application package to the attention of Myra Dumont, Human Resources Advisor, at the Human Resources Department.

Contact information:

Email: Myra.Dumont@kza.qc.ca or hr.advisor@kza.qc.ca

Phone: 819-315-0667 ext. 1601

Location: Human Resources Department – 315 Fafard Street, Maniwaki QC, J9E 3B4

Only persons meeting the mandatory requirements will be considered for an interview. Failure to provide all the necessary documentation before the deadline will be considered an incomplete application. Preference will be given to Kitigan Zibi Anishinabeg Band members in accordance with the Kitigan Zibi Anishinabeg's Preferential Hiring Policy. Applicants must possess the basic requirements at the time of the deadline.



KITIGAN ZIBI HEALTH & SOCIAL SERVICES

Community Health Nurse Job Description

GENERAL INFORMATION

Job Title : Community Health Nurse
Category : Professional
Sector : Kitigan Zibi Health & Social Services
Location : Kitigan Zibi Health Center or as designated by Director
 8 Kikinamage Mikan, Maniwaki Quebec
Terms : Full Time–Indeterminate
Hours : 35 hours per week
Salary : KZA Salary Scale Level 7
 in accordance with the KZA *Human Resource Policy*
Immediate Supervisor : Nurse Team Leader
Date of Job Description : August 2024

KZHSS MISSION STATEMENT

Kitigan Zibi Health and Social Services offer a safe, equitable, and quality current service practice with qualified community professionals to encourage Kitigan Zibi Anishinabeg community members to take charge of their own health.

CLIENT SERVICE RESULTS

With the functional support, guidance and supervision provided by the Nurse Team Leader, the Community Health Nurse carries out a Community Health service as outlined by the Community Health Program Policies and Procedures for KZHSS. The Community Health Nurse provides comprehensive and culturally appropriate nursing care for eligible clientele, which is comprised of health assessments/intervention, community based public health promotion/education and referrals; provided in connection with family support/involvement and through various community resources/partnerships.

KEY DUTIES

The nursing practice within Kitigan Zibi is delivered within the Nursing Framework for Practice within Law 90 and *l'Ordre des Infirmiers et Infirmières du Québec* (Nurses Code of Ethics), 17 reserved activities for nurses.

Service Responsibilities:

Under the direction, guidance and supervision provided by the Nurse Team Leader, the Community Health Nurse is responsible for:

- a. planning and delivering community health programs, taking into account the physical, social, spiritual, mental and environmental factors which influence each individual, family and community;
- b. delivering an immunization program in accordance to the Protocol Immunization Quebec and the KZHSS Immunization Policy and Procedures. Also, ensuring to maintain a communicable disease-reporting program in collaboration with Nurse Team Leader;

- c. delivering the following community health programs in accordance with the KZHSS Community Health Service Policy and Procedure Manual (Preconception Health, Prenatal Health, Maternal Newborn, Infant and Preschool, School Health, and Community Health Services);
- d. delivering community health services in group or individual settings such as the community health facility, the community hall, the community schools, home visits and/or other designated community sites;
- e. developing and maintaining positive relationships with the individuals, families, the KZHSS staff and the leaders of the community and clarifying KZHSS Service policies and professional requirements when required;
- f. supporting the KZHSS in the development of safe efficient health facilities/operations; and,
- g. meeting with or communicating via telephone with physicians, other nurses, nurse practitioners, optometrists, dentists, other health staff, and hospital authorities or other agencies involved in the care of KZA's community members on a regular basis and as required.

Jointly, with the Health Team, and in accordance to the terms and conditions of any protocols developed, the Community Health Nurse is responsible for:

- h. developing an annual community work plan based on the organizational strategic plan and reviewing and reporting on its progress annually; and,
- i. participating in the ongoing quality assurance process.

Community Health Programs

A) Preconception Health Services :

- a. establishing liaison between the program and school staff;
- b. providing service to all child bearing adults;
- c. providing an annual standardized preconception health curriculum to KZES as per KZHSS Community Health Service Policy and Procedures; and,
- d. with a prescriber's license, offer smoking cessation program to all child bearing adults. Offering Contraception to those who are eligible.

B) Prenatal Health Services

- a. providing extra support to pre-natal individuals considered "at risk" (as identified by the Prenatal Screening Form) and ensuring regular exams by their physician and/or Midwife are received;
- b. providing monthly prenatal screening and assessment clinics;
- c. conducting an in-depth family assessment on any "at risk" prenatal clients, their support and family; collaborating with other teams within KZHSS for support;
- d. providing a standardized prenatal class to all child bearing individuals of any age who are pregnant;
- e. provision of the Nutrition Voucher Incentive Program to those who are eligible; and,
- f. contraception, Smoking Cessation program with prescriber's license.
- g.

C) Maternal and Newborn Health Services

- a. receiving a referral from CISSSO/Ontario/ other health facilities on all birthing persons and their newborns post discharge;
- b. working in collaboration with local midwife for postnatal follow-ups;
- c. providing post-natal information and consultations to parents;
- d. providing extra support to newborns considered "at risk" and ensuring they receive regular exams by their physicians, and/or, midwives;
- e. performing overall newborn health assessments based on the maternal/newborn risk assessment;
- f. providing health education and information to individuals and groups on subjects pertaining to child safety, child care, nutrition, breast/chest feeding, parenting, family planning, appropriate regular clinics, group sessions and/or making home visits as required;
- g. delivering an immunization program to ensure all newborns and infants are immunized as required where applicable;
- h. conducting follow up assessments using the ABCDaire Screening Tool and making referrals as necessary;
- i. provision of the ABCDaire Growth & Development and Nutrition Voucher Incentive Program; and,
- j. contraception, Smoking Cessation program with prescriber's license.

D) Infant and Pre-School Health Services

- a. participating in pre-school health screening clinics using approved Developmental Screening Tools (ABCDaire);
- b. conducting necessary screening for preschoolers (e.g. vision, hearing, and any others considered necessary) and completing initial health assessments when required;
- c. delivering an immunization program to ensure all preschoolers are adequately immunized;
- d. providing health education and information to parents regarding their child's health status; where appropriate;
- e. conducting follow up and referring internally to other service providers within KZHSS, and/or external service providers as needed; and,
- f. provision of the ABCDaire Growth & Development and Nutrition Voucher Incentive Program.

E) School Health Services

- a. Establishing liaison and conducting an annual teacher/staff in-service for communicable and infectious disease management and control;
- b. Conducting necessary screening for students (e.g. vision, hearing, and any others considered necessary) and performing health assessments when required;
- c. Monitoring the immunization status of all students attending the on-site community school; providing immunizations in school for eligible classes following the PIQ guidelines.
- d. Providing health education and information to the parents regarding their child's health status;
- e. Obtaining health history, making referrals internally to visiting health professionals (family doctor, GMF nurse, therapist) and external when necessary with consent of parent.
- f. Providing health teachings such as: nutrition, chronic conditions, sex education, etc.
- g. Contraception, Smoking Cessation program with prescriber's license.

F) Community Health Services

- a. provide health screening clinics to assist in identifying chronic diseases; provides teachings on preventing chronic health conditions;
- b. provide health education for chronic disease management to individuals or groups;
- c. assessing physical and social needs of chronically ill adults; following up, monitoring and making necessary referrals when required;
- d. coordinating and delivering routine immunization clinics as per KZHSS Community Health Services Immunization Program, PIQ Immunization Guidelines & Provincial Standards;
- e. ensuring the provision of a TB control program, utilizing First Nations and Inuit Health Branch (FNIHB) and KZHSS protocol to implement regular Tuberculin Skin Testing; liaising with physicians and completing recommended follow up;
- f. provides urgent and non-urgent essential primary health care services (e.g. minor procedures such as prescribed injections, suture removal with prescription, minor wound care);
- g. advocates for client needs and facilitates access to other health services by establishing linkages with appropriate service providers; referrals to appropriate care beyond the scope of nursing practice, assistance with obtaining health records from other service providers;
- h. treatment centre referrals in collaboration with NNADAP program;
- i. referring to foot care services when applicable;
- j. assisting with community health education displays monthly;
- k. assisting with community health promotion and prevention activities; and,
- l. monitors immunization storage, maintenance and ensures proper precautions and protocols are followed to avoid vaccine cold chain break (e.g. records fridge temperature twice daily).
- m. Assists with the bloodwork clinic

Other Responsibilities

Under the direction of the Nurse Team Leader, the Community Health Nurse is responsible for:

- a. reporting to the Nurse Team Leader on all matters pertaining to the Community Health programs;
- b. completing and submitting weekly, monthly, quarterly and annual statistics, correspondence and reports; preparing and submitting immunization statistical data. Completing all communicable disease reports and ensuring all data is submitted to Nurse Team Leader;
- c. completing and submitting an annual community prioritized work plan according to approved format; participating in the annual review and update;
- d. maintaining complete, accurate, and timely charting using the electronic health record system (Medesync);
- e. ensuring safekeeping of over the counter medications, supplies and vaccines;
- f. participating in community health meetings when necessary;
- g. participating in professional meetings, conferences, seminars, and reviewing professional literature for continuing development;
- h. providing Community Health Educational In-services to KZHSS employees, Community Health Service Workers;
- i. reporting on material learned at training seminars attended;
- j. meeting and planning as a team player with KZHSS team members; and,

- k. providing guidance, field experience and supervision of student from nursing faculties when required.

Organizational Responsibilities

As a representative of KZHSS, the Employee is responsible for:

- a. reflecting and interpreting the KZHSS Vision, Mission and Core Values in his/her own work with enthusiasm and commitment;
- b. acting in accordance with relevant legislation and Policies, Standards and Procedures;
- c. proposing changes within KZHSS that would improve the quality of service to Anishinabe children, families and community;
- d. developing and maintaining respectful, cooperative working relationships to contribute to the integrated, seamless delivery of services to Anishinabe children, families and communities;
- e. understanding their role and responsibility in maintaining a safe workplace and reducing workplace injuries;
- f. applying Anishinabe culture, values, traditions and teachings into programming where possible;
- g. ensuring accuracy, confidentiality and safekeeping of agency records; and,
- h. participating in annual Performance appraisals.

ACCOUNTABILITY

The Community Health Nurse is accountable:

- a. for following the Medical Directives set out by KZHSS and CISSSO collaboration;
- b. for following all policies, standards and procedures set out by KZHSS & KZA; and,
- c. for maintaining relevant nursing knowledge, skills and leadership competence through continuing education

To the professional governing bodies (Ordres des infirmières et infirmiers du Quebec).

KNOWLEDGE AND SKILLS

- Theories, principles, and practices of current effective Nursing techniques (e.g. administering vaccines), case management, medication management, infection prevention & control, and adherence to all components of the nursing framework for practice within KZHSS.
- Knowledge of provincial communicable disease prevention and management protocols (e.g. P.I.Q - *Protocole d'immunisation du Quebec*) and database reporting systems; (e.g. SI-PMI - *système d'information en protection des maladies infectieuses*).
- Effective interpersonal communications skills, ability to build rapport with others.
- Ability to be honest, non-judgmental, and non-intrusive, and to work as a team.
- Ability to maintain professionalism, discretion and confidentiality at all times.
- Able to uphold and promote KZHSS values, philosophy, ethics and integrity.
- Knowledge of relevant Occupational Health and Safety standards and Accreditation Canada standards.
- Knowledge of all relevant KZA/KZHSS policies: KZA Code of Ethics, KZHSS Code of Professional Ethics, KZHSS Policies and Procedures Manual, KZA Human Resources Manual.
- Knowledge of governing provincial and federal legislative, regulatory and policy requirements specific to the delivery of Health and Nursing programs in the province

of Quebec, including but not limited to Privacy Laws, the Nurses Act, Law 90, An Act to Amend the Professional Code, as well as standards, guidelines, and policy positions of the Ordre des Infirmiers et Infirmières du Québec (e.g. Nurses Code of Ethics).

CONTACTS

- Maintains positive relationships with clients in providing community health nursing program and service delivery through family-centered practice.
- Maintains effective working relationships with local health providers and community agencies to make referrals.
- Collaborates with co-workers, and other community front line workers by participating in multidisciplinary initiatives such as the development of community strategic documents (e.g. pandemic/emergency preparedness plan).
- Networks with external/internal partners to provide evidence-based services and activities for community mobilization; collaborates with the Public Health Protection, First Nations and Inuit Health Branch (FNIHB), Public Health Agency of Canada (PHAC), le Centre intégré de santé et de services sociaux de l'Outaouais (CISSSO) and other regional health care agencies in delivery of usual and emergency programs (e.g. pandemic response planning, mass immunizations, Communicable Disease Control and Management).
- Advocates for clients and coordinates referral to appropriate provincial secondary and tertiary levels of care such healthcare providers /institutions and therapeutic services (e.g. psychologist), and internal/external health, social, and education programs.
- Liaises and networks with local service providers. (e.g. Maniwaki Hospital/CLSC, institutions, educational facilities, government agencies, health care agencies/facilities)

MANAGERIAL/SUPERVISORY

Human Resources:	▪ Delegates duties to non-medical staff in compliance with Law 90 (i.e. students)
Financial Resources:	▪ Not applicable in this position.
Material Resources:	▪ Ensures doctors/nurses medical clinics are fully stocked and maintained, and that equipment is properly disinfected and sterilized. ▪ Ensures protection and confidentiality of client medical files and sensitive healthcare information.

ENVIRONMENTAL FACTORS

Psychological and Physical Effort:	▪ Manages medium to high level stress and multi-tasks daily; ▪ Uses proper ergonomic techniques to carry or lift heavy objects; ▪ Mental alertness to changing and challenging situations; ▪ Strong interpersonal mental health; ▪ May be required to intervene in precarious situations.
Working Conditions:	▪ Required to participate in KZHSS administrative/operational tasks (e.g. sitting on an interview board). ▪ Required to attend professional workshops, staff meetings, workplace safety training within KZA and may be required to travel outside of the community. ▪ Variable workplace setting includes clinic, client homes, and within the community. ▪ Required to use the KZHSS vehicle.

	▪ The incumbent of this position may come into contact with communicable diseases, and body fluids such as vomit, blood, spittle, urine and feces.
INCUMBENT QUALIFICATIONS	
Education and Experience	▪ Bachelor's Degree in Nursing from a recognized public post-secondary University <i>or at a minimum:</i> ▪ College Diploma in Nursing from a recognized public post-secondary college with one year of relevant work experience. ▪ Current registration with l'Ordre des Infirmières et Infirmiers du Quebec or eligibility to acquire immediate registration. ▪ Must take Immunization Certification course upon hiring and attend mandatory training sessions.
INCUMBENT COMPETENCIES	
Knowledge:	▪ Knowledge and understanding of Indigenous health concerns and issues, and the ability to apply knowledge and skill in the development and implementation of programs to address identified needs. ▪ Knowledge of Anishinabe culture and issues affecting Anishinabe children and families in Kitigan Zibi.
Abilities:	▪ Monitoring and reporting skills. ▪ Ability to communicate orally and in writing in English. ▪ Ability to manage staff and financial resources. ▪ Computer literacy skills conducive to the office environment. Skills/Abilities a. adaptability and ability to establish and sustain a multidisciplinary team approach to integrated service delivery; b. ability to apply ethics of nursing practice in decision making; c. willingness to adapt to the changing demands of the position; d. ability to demonstrate initiative, optimism, discretion, tact, self-assurance, dependability, and leadership; e. excellent interpersonal, written and verbal communication skills, including proficiency in computer applications, especially Microsoft Office; f. problem-solving and leadership skills; g. ability to maintain confidentiality and be an example of professionalism, as identified by KZHSS; h. ability to follow direction and work within the policies, procedures and the vision, mission and core values of KZHSS; and, i. ability to provide coverage to all Health programs where appropriate training has been provided and where required qualifications, skills and abilities are met. NOTE: This job description is not intended to be all-inclusive. The employee may perform other related duties as required to meet the ongoing needs of the organization.

Personal Suitability:	▪ Discretion and diplomacy; ▪ Reliability; ▪ Ability to withstand or support emotionally-charged or potentially unpleasant and/or disturbing situations; ▪ Ability to maintain healthy professionalism and respect for staff, colleagues and clients while working in a stressful environment; ▪ Ability to establish and maintain effective working relations with multiple stakeholders. ▪ Willingness to receive updated training. ▪ Ability to work outside of work hours if required.
Certification/Licenses to maintain for duration of employment:	▪ Must maintain licensing with the <i>Ordre des infirmiers et infirmières du Québec</i> and the nursing functions of the <i>Profession d'infirmières ou d'infirmiers du Québec</i>; ○ Each nurse must participate annually in a minimum of 20 hours of continuous education that is in direct relation to the nurse's professional practice. ▪ Valid driver's license for the duration of employment; An employee must have three years driving experience and the age of 21 in order to be an insured driver with a KZA band vehicle. ▪ Criminal record verification will be required if considered for the position. The incumbent must not possess any criminal record (s) related to working in the profession and maintain throughout employment; ▪ Must provide medical certificate of good health if considered for the position; ▪ Valid First Aid and CPR Training Certification or ability to undergo training within 3 months of being hired; ▪ Must follow all safety precautions and protocols. ▪ Prescribers license or ability to obtain prescriber's license.
Assets:	▪ Ability to communicate in French ▪ Ability to communicate in Algonquin.



JOB OPPORTUNITY

(OPEN TO UNTIL FILLED)

POSITION:	Community Health Nurse (Maternal and Child Health)
LOCATION:	Kitigan Zibi Health and Social Services
WORK SCHEDULE:	35 hours a week
TERM:	Indeterminate – Full Time (6-month probationary period)
SALARY:	Level 7 (range based on experience)
DUE DATE:	Open until filled

Under the supervision of the Nurse Team Leader, the Community Health Nurse provides comprehensive and culturally appropriate nursing care for eligible clientele, which is comprised of health assessments/intervention, community based public health promotion/education and referrals; provided in connection with family support/involvement and through various community resources/partnerships.

PREAMBLE

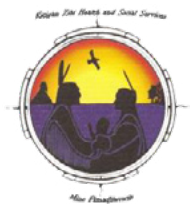
If you are interested in applying for this position and can demonstrate that you meet the mandatory basic requirements, please forward your: **cover letter, updated resume, copy of your degrees and/or diplomas/certificates, three (3) work references** and any documentation that will support you meet the mandatory qualifications. A police reference check will be required if considered for the position.

Please provide your job application package to the attention of Myra Dumont, Human Resources Advisor, at the Human Resources Department.

Contact information:

Email: Myra.Dumont@kza.qc.ca or hr.advisor@kza.qc.ca
Phone: 819-315-0667 ext. 1601
Location: 315 Fafard Street, Maniwaki QC, J9E 3B4

Only persons meeting the mandatory requirements will be considered for an interview. Failure to provide all the necessary documentation before the deadline will be considered an incomplete application. Preference will be given to Kitigan Zibi Anishinabeg Band members in accordance with the Kitigan Zibi Anishinabeg's Preferential Hiring Policy. Applicants must possess the basic requirements at the time of the deadline.



KITIGAN ZIBI HEALTH & SOCIAL SERVICES

Community Health Nurse (Maternal and Child Health) Job Description

GENERAL INFORMATION

Job Title : Community Health Nurse (Maternal and Child Health)
Category : Professional
Sector : Kitigan Zibi Health & Social Services
Location : Kitigan Zibi Health Center
 8 Kikinamag Mikan, Maniwaki Quebec
Terms : Full Time—Indeterminate
Hours : 35 hours per week
Salary : KZA Salary Scale Level 7
 in accordance with the KZA *Human Resource Policy*
Immediate Supervisor : Nurse Team Leader
Date of Job Description : February 2026

KZHSS MISSION STATEMENT

Kitigan Zibi Health and Social Services offers a safe, equitable, and quality current service practice with qualified community professionals to encourage Kitigan Zibi Anishinabeg community members to take charge of their own health.

CLIENT SERVICE RESULTS

With the functional support, guidance and supervision provided by the Nurse Team Leader, the Community Health Nurse carries out a Community Health service as outlined by the Community Health Program Policies and Procedures for KZHSS. The Community Health Nurse provides comprehensive and culturally appropriate nursing care for eligible clientele, which is comprised of health assessments/intervention, community based public health promotion/education and referrals; provided in connection with family support/involvement and through various community resources/partnerships.

KEY DUTIES

The nursing practice within Kitigan Zibi is delivered within the Nursing Framework for Practice within Law 90 and *l'Ordre des Infirmiers et Infirmieres du Quebec* (Nurses Code of Ethics), 17 reserved activities for nurses.

Service Responsibilities:

Under the direction, guidance and supervision provided by the Nurse Team Leader, the Community Health Nurse is responsible for:

- a. planning and delivering community health programs, taking into account the physical, social, spiritual, mental and environmental factors which influence each individual, family and community;
- b. delivering an immunization program in accordance to the Protocol Immunization Quebec and the KZHSS Immunization Policy and Procedures. Also, ensuring to

maintain a communicable disease-reporting program in collaboration with Nurse Team Leader;

- c. delivering the following community health programs in accordance with the KZHSS Community Health Service Policy and Procedure Manual (Preconception Health, Prenatal Health, Maternal Newborn, Infant and Preschool, School Health, and Community Health Services);
- d. delivering community health services in group or individual settings such as the community health facility, the community hall, the community schools, home visits and/or other designated community sites;
- e. developing and maintaining positive relationships with the individuals, families, the KZHSS staff and the leaders of the community and clarifying KZHSS Service policies and professional requirements when required;
- f. supporting the KZHSS in the development of safe efficient health facilities/operations; and,
- g. meeting with or communicating via telephone with physicians, other nurses, nurse practitioners, optometrists, dentists, other health staff, and hospital authorities or other agencies involved in the care of KZA's community members on a regular basis and as required.

Jointly, with the Health Team, and in accordance to the terms and conditions of any protocols developed, the Community Health Nurse is responsible for:

- h. developing an annual community work plan based on the organizational strategic plan and reviewing and reporting on its progress annually; and,
- i. participating in the ongoing quality assurance process.

Community Health Programs

A) Preconception Health Services :

- a. establishing liaison between the program and school staff;
- b. providing service to all child bearing adults;
- c. providing an annual standardized preconception health curriculum to KZES as per KZHSS Community Health Service Policy and Procedures; and,
- d. with a prescriber's license, offer smoking cessation program to all child bearing adults. Offering Contraception to those who are eligible.

B) Prenatal Health Services

- a. providing extra support to pre-natal individuals considered "at risk" (as identified by the Prenatal Screening Form) and ensuring regular exams by their physician and/or Midwife are received;
- b. providing monthly prenatal screening and assessment clinics;
- c. conducting an in-depth family assessment on any "at risk" prenatal clients, their support and family; collaborating with other teams within KZHSS for support;
- d. providing a standardized prenatal class to all child bearing individuals of any age who are pregnant;
- e. provision of the Nutrition Voucher Incentive Program to those who are eligible; and,
- f. contraception, Smoking Cessation program with prescriber's license.

C) Maternal and Newborn Health Services

- a. receiving a referral from CISSSO/Ontario/ other health facilities on all birthing persons and their newborns post discharge;
- b. working in collaboration with local midwife for postnatal follow-ups;
- c. providing post-natal information and consultations to parents;
- d. providing extra support to newborns considered "at risk" and ensuring they receive regular exams by their physicians, and/or, midwives;
- e. performing overall newborn health assessments based on the maternal/newborn risk assessment;
- f. providing health education and information to individuals and groups on subjects pertaining to child safety, child care, nutrition, breast/chest feeding, parenting, family planning, appropriate regular clinics, group sessions and/or making home visits as required;
- g. delivering an immunization program to ensure all newborns and infants are immunized as required where applicable;
- h. conducting follow up assessments using the ABCDaire Screening Tool and making referrals as necessary;
- i. provision of the ABCDaire Growth & Development and Nutrition Voucher Incentive Program; and,
- j. contraception, Smoking Cessation program with prescriber's license.

D) Infant and Pre-School Health Services

- a. participating in pre-school health screening clinics using approved Developmental Screening Tools (ABCDaire);
- b. conducting necessary screening for preschoolers (e.g. vision, hearing, and any others considered necessary) and completing initial health assessments when required;
- c. delivering an immunization program to ensure all preschoolers are adequately immunized;
- d. providing health education and information to parents regarding their child's health status; where appropriate;
- e. conducting follow up and referring internally to other service providers within KZHSS, and/or external service providers as needed; and,
- f. provision of the ABCDaire Growth & Development and Nutrition Voucher Incentive Program.

E) School Health Services

- a. Establishing liaison and conducting an annual teacher/staff in-service for communicable and infectious disease management and control;
- b. Conducting necessary screening for students (e.g. vision, hearing, and any others considered necessary) and performing health assessments when required;
- c. Monitoring the immunization status of all students attending the on-site community school; providing immunizations in school for eligible classes following the PIQ guidelines.
- d. Providing health education and information to the parents regarding their child's health status;
- e. Obtaining health history, making referrals internally to visiting health professionals (family doctor, GMF nurse, therapist) and external when necessary with consent of parent.
- f. Providing health teachings such as: nutrition, chronic conditions, sex education, etc.
- g. Contraception, Smoking Cessation program with prescriber's license.

F) Community Health Services

- a. provide health screening clinics to assist in identifying chronic diseases; provides teachings on preventing chronic health conditions;
- b. provide health education for chronic disease management to individuals or groups;
- c. assessing physical and social needs of chronically ill adults; following up, monitoring and making necessary referrals when required;
- d. coordinating and delivering routine immunization clinics as per KZHSS Community Health Services Immunization Program, PIQ Immunization Guidelines & Provincial Standards;
- e. ensuring the provision of a TB control program, utilizing First Nations and Inuit Health Branch (FNIHB) and KZHSS protocol to implement regular Tuberculin Skin Testing; liaising with physicians and completing recommended follow up;
- f. provides urgent and non-urgent essential primary health care services (e.g. minor procedures such as prescribed injections, suture removal with prescription, minor wound care);
- g. advocates for client needs and facilitates access to other health services by establishing linkages with appropriate service providers; referrals to appropriate care beyond the scope of nursing practice, assistance with obtaining health records from other service providers;
- h. treatment centre referrals in collaboration with NNADAP program;
- i. referring to foot care services when applicable;
- j. assisting with community health education displays monthly;
- k. assisting with community health promotion and prevention activities; and,
- l. monitors immunization storage, maintenance and ensures proper precautions and protocols are followed to avoid vaccine cold chain break (e.g. records fridge temperature twice daily).

Other Responsibilities

Under the direction of the Nurse Team Leader, the Community Health Nurse is responsible for:

- a. reporting to the Nurse Team Leader on all matters pertaining to the Community Health programs;
- b. completing and submitting weekly, monthly, quarterly and annual statistics, correspondence and reports; preparing and submitting immunization statistical data. Completing all communicable disease reports and ensuring all data is submitted to Nurse Team Leader;
- c. completing and submitting an annual community prioritized work plan according to approved format; participating in the annual review and update;
- d. maintaining complete, accurate, and timely charting using the electronic health record system (Medesync);
- e. ensuring safekeeping of over the counter medications, supplies and vaccines;
- f. participating in community health meetings when necessary;
- g. participating in professional meetings, conferences, seminars, and reviewing professional literature for continuing development;
- h. providing Community Health Educational In-services to KZHSS employees, Community Health Service Workers;
- i. reporting on material learned at training seminars attended;
- j. meeting and planning as a team player with KZHSS team members; and,

- k. providing guidance, field experience and supervision of student from nursing faculties when required.

Organizational Responsibilities

As a representative of KZHSS, the Employee is responsible for:

- a. reflecting and interpreting the KZHSS Vision, Mission and Core Values in his/her own work with enthusiasm and commitment;
- b. acting in accordance with relevant legislation and Policies, Standards and Procedures;
- c. proposing changes within KZHSS that would improve the quality of service to Anishinabe children, families and community;
- d. developing and maintaining respectful, cooperative working relationships to contribute to the integrated, seamless delivery of services to Anishinabe children, families and communities;
- e. understanding their role and responsibility in maintaining a safe workplace and reducing workplace injuries;
- f. applying Anishinabe culture, values, traditions and teachings into programming where possible;
- g. ensuring accuracy, confidentiality and safekeeping of agency records; and,
- h. participating in annual Performance appraisals.

ACCOUNTABILITY

The Community Health Nurse is accountable:

- a. for following the Medical Directives set out by KZHSS and CISSSO collaboration;
- b. for following all policies, standards and procedures set out by KZHSS & KZA; and,
- c. for maintaining relevant nursing knowledge, skills and leadership competence through continuing education

To the professional governing bodies (Ordres des infirmieres et infirmiers du Quebec).

KNOWLEDGE AND SKILLS

- Theories, principles, and practices of current effective Nursing techniques (e.g. administering vaccines), case management, medication management, infection prevention & control, and adherence to all components of the nursing framework for practice within KZHSS.
- Knowledge of provincial communicable disease prevention and management protocols (e.g. P.I.Q - *Protocole d'immunisation du Quebec*) and database reporting systems; (e.g. SI-PMI - *systeme d'information en protection des maladies infectueuses*).
- Effective interpersonal communications skills, ability to build rapport with others.
- Ability to be honest, non-judgmental, and non-intrusive, and to work as a team.
- Ability to maintain professionalism, discretion and confidentiality at all times.
- Able to uphold and promote KZHSS values, philosophy, ethics and integrity.
- Knowledge of relevant Occupational Health and Safety standards and Accreditation Canada standards.
- Knowledge of all relevant KZA/KZHSS policies: KZA Code of Ethics, KZHSS Code of Professional Ethics, KZHSS Policies and Procedures Manual, KZA Human Resources Manual.
- Knowledge of governing provincial and federal legislative, regulatory and policy requirements specific to the delivery of Health and Nursing programs in the province of Quebec, including but not limited to Privacy Laws, the Nurses Act, Law 90, An Act

to Amend the Professional Code, as well as standards, guidelines, and policy positions of the Ordre des Infirmiers et Infirmières du Québec (e.g. Nurses Code of Ethics).

CONTACTS

- Maintains positive relationships with clients in providing community health nursing program and service delivery through family-centered practice.
- Maintains effective working relationships with local health providers and community agencies to make referrals.
- Collaborates with co-workers, and other community front line workers by participating in multidisciplinary initiatives such as the development of community strategic documents (e.g. pandemic/emergency preparedness plan).
- Networks with external/internal partners to provide evidence-based services and activities for community mobilization; collaborates with the Public Health Protection, First Nations and Inuit Health Branch (FNIHB), Public Health Agency of Canada (PHAC), le Centre intégré de santé et de services sociaux de l'Outaouais (CISSSO) and other regional health care agencies in delivery of usual and emergency programs (e.g. pandemic response planning, mass immunizations, Communicable Disease Control and Management).
- Advocates for clients and coordinates referral to appropriate provincial secondary and tertiary levels of care such healthcare providers /institutions and therapeutic services (e.g. psychologist), and internal/external health, social, and education programs.
- Liaises and networks with local service providers. (e.g. Maniwaki Hospital/CLSC, institutions, educational facilities, government agencies, health care agencies/facilities)

MANAGERIAL/SUPERVISORY

Human Resources:	▪ Delegates duties to non-medical staff in compliance with Law 90 (i.e. students)
Financial Resources:	▪ Not applicable in this position.
Material Resources:	▪ Ensures doctors/nurses medical clinics are fully stocked and maintained, and that equipment is properly disinfected and sterilized. ▪ Ensures protection and confidentiality of client medical files and sensitive healthcare information.

ENVIRONMENTAL FACTORS

Psychological and Physical Effort:	▪ Manages medium to high level stress and multi-tasks daily; ▪ Uses proper ergonomic techniques to carry or lift heavy objects; ▪ Mental alertness to changing and challenging situations; ▪ Strong interpersonal mental health; ▪ May be required to intervene in precarious situations.
Working Conditions:	▪ Required to participate in KZHSS administrative/operational tasks (e.g. sitting on an interview board). ▪ Required to attend professional workshops, staff meetings, workplace safety training within KZA and may be required to travel outside of the community. ▪ Variable workplace setting includes clinic, client homes, and within the community. ▪ Required to use the KZHSS vehicle. ▪ The incumbent of this position may come into contact with communicable diseases, and body fluids such as vomit, blood, spit, urine and feces.

INCUMBENT QUALIFICATIONS	
Education and Experience	▪ Bachelor's Degree in Nursing from a recognized public post-secondary University <i>or at a minimum:</i> ▪ College Diploma in Nursing from a recognized public post-secondary college with one year of relevant work experience. ▪ Current registration with l'Ordre des Infirmieres et Infirmiers du Quebec or eligibility to acquire immediate registration. ▪ Must take Immunization Certification course upon hiring and attend mandatory training sessions.
INCUMBENT COMPETENCIES	
Knowledge:	▪ Knowledge and understanding of Indigenous health concerns and issues, and the ability to apply knowledge and skill in the development and implementation of programs to address identified needs. ▪ Knowledge of Anishinabe culture and issues affecting Anishinabe children and families in Kitigan Zibi.
Abilities:	▪ Monitoring and reporting skills. ▪ Ability to communicate orally and in writing in English. ▪ Ability to manage staff and financial resources. ▪ Computer literacy skills conducive to the office environment. Skills/Abilities a. adaptability and ability to establish and sustain a multidisciplinary team approach to integrated service delivery; b. ability to apply ethics of nursing practice in decision making; c. willingness to adapt to the changing demands of the position; d. ability to demonstrate initiative, optimism, discretion, tact, self-assurance, dependability, and leadership; e. excellent interpersonal, written and verbal communication skills, including proficiency in computer applications, especially Microsoft Office; f. problem-solving and leadership skills; g. ability to maintain confidentiality and be an example of professionalism, as identified by KZHSS; h. ability to follow direction and work within the policies, procedures and the vision, mission and core values of KZHSS; and, i. ability to provide coverage to all Health programs where appropriate training has been provided and where required qualifications, skills and abilities are met. NOTE: This job description is not intended to be all-inclusive. The employee may perform other related duties as required to meet the ongoing needs of the organization.
Personal Suitability:	▪ Discretion and diplomacy; ▪ Reliability; ▪ Ability to withstand or support emotionally-charged or potentially unpleasant and/or disturbing situations;

	▪ Ability to maintain healthy professionalism and respect for staff, colleagues and clients while working in a stressful environment; ▪ Ability to establish and maintain effective working relations with multiple stakeholders. ▪ Willingness to receive updated training. ▪ Ability to work outside of work hours if required.
Certification/Licenses to maintain for duration of employment:	▪ Must maintain licensing with the <i>Ordre des infirmiers et infirmières du Québec</i> and the nursing functions of the <i>Profession d'infirmières ou d'infirmiers du Québec</i>; ○ Each nurse must participate annually in a minimum of 20 hours of continuous education that is in direct relation to the nurse's professional practice. ▪ Valid driver's license for the duration of employment; An employee must have three years driving experience and the age of 21 in order to be an insured driver with a KZA band vehicle. ▪ Criminal record verification will be required if considered for the position. The incumbent must not possess any criminal record (s) related to working in the profession and maintain throughout employment; ▪ Must provide medical certificate of good health if considered for the position; ▪ Valid First Aid and CPR Training Certification or ability to undergo training within 3 months of being hired; ▪ Must follow all safety precautions and protocols. ▪ Prescribers license or ability to obtain prescriber's license.
Assets:	▪ Ability to communicate in French ▪ Ability to communicate in Algonquin.

Endong Senior Activities October

2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	Transportation to and from Endong Senior Meals & Activities (55+) is available. Please call Roonie Tenasco at 819-449-8372 to arrange transportation for these activities at the Hall. Migwetch			1	2	3
4	5 9-10 AM Gym	6	7 9-10 AM Gym	8 Nutrition Talks with Marie-Eve 9:30 "Soups in a jar"	9 HOLIDAY	10
11	12 HOLIDAY Thanksgiving 	13	14 9-10 AM GYM	15	16	17
18	19 Pembroke Shopping	20	21 9-10 AM Gym	22	23	24
25	26	27	28 Medical Transportation with Candice 9:30	29 Nutrition Talks with Marie-Eve 9:30 "Dry Snacks"	30	31

WEEKLY SCHEDULE

Monday

Soup & Sandwiches
1130 am



Tuesday

Breakfast 930 am
Swimming 11am



Wednesday

Endong Meal 1130am
Bingo 1pm



Thursday

Breakfast 930am



October 19, 2026

SENIORs PEMBROKE SHOPPING TRIP

Leave from
Hall at 9:30a.m.

\$ 20 will be given for
lunch.

*If interested in going please call and leave
your name with the Receptionist at the
Health Centre 819 - 449-5593.
Transportation is available.*

FOR MORE INFO: contact Tash Mitchell at 819-334-3082





NNADAP

Recovery Program

**INSPIRED BY THE PRINCIPLES OF
THE TWELVE-STEP PROGRAM OF NA**

New Location

STARTING TUESDAY OCTOBER 13, 2026

6:00 pm - 8:00 pm. Doors open at 5:30 pm.

**NEW LOCATION: 8 KIKINAMAGE MIKAN
HEALTH CENTRE BOARDROOM**

OPEN TO THOSE NEW & IN RECOVERY - SUPPORTERS ARE WELCOME



KZHSS-NNADAP: 819-449-5593

Òde Widòkàzowin



Teen Hunting Camp

(Boys and girls ages 13-17)

Bark Lake - October 8-11, 2026

Join us for a fun weekend of hunting, fishing, camping,
and making memories that will last a life time!

Limited to 10 Spots

What to bring:

- Warm clothes
- Sleeping blanket
- Pillow

Please Register by calling Annie, Emery or Julie at Òde Widòkàzowin:

819-449-2323



FAMILY BOWLING

Tuesday - October 27th, 2026

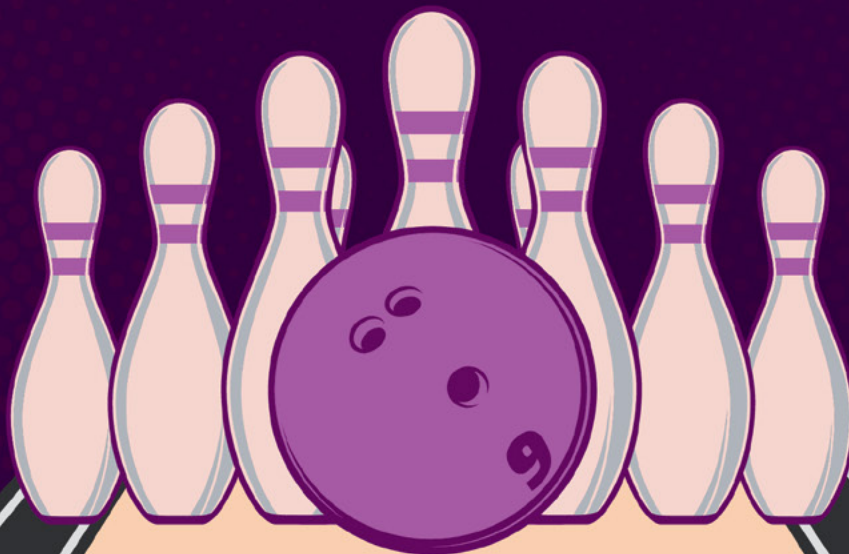
5:30pm-7:30pm

Quille-O-Rama 105

370 Bd Desjardins, Maniwaki, QC J9E 2G1

Theme: Halloween Costume Dress Up

Free drink & snack provided



To register: please call Colten or Kane
819-449-2323 ext. 2811/2812



ODE WIDOKAZOWIN PROGRAM CALENDAR

OCTOBER - NAMEGOSI-KÌZIS 2026

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
For more information, please contact Òde: 819-449-2323 Sports & Recreation: Colten (2812) Kane (2811)		Each employee's extension number is listed next to their name. Inclusive Care: Kristy (2814) Youth Wellness: Annie (2807) Ode Activity		1 Volleyball: 6-8pm	2 Fitness First: 9-11am Broomball: 9:30-11:20	3 
4	5 Fitness First: 9-11am Open Gym: 6-8pm	6	7 Fitness First: 9-11am Food Bank Transportation	8 Youth Hunting Camp Volleyball: 6-8pm	9 Holiday Youth Hunting Camp	10 Youth Hunting Camp
11 Youth Hunting Camp	12 Holiday Youth Hunting Camp	13	14 Fitness First: 9-11am Open YC Food Bank Transportation	15 Volleyball: 6-8pm	16 Fitness First: 9-11am Broomball: 9:30-11:20	17
18 	19 Fitness First: 9-11am Open Gym: 6-8pm	20	21 Fitness First: 9-11am Open YC Teen Sweat	22 Volleyball: 6-8pm	23 Fitness First: 9-11am Broomball: 9:30-11:20 Teen Movie Night	24
25	26 Fitness First: 9-11am Open Gym: 6-8pm	27 Halloween Family Bowling: 5:30-7:30pm	28 Fitness First: 9-11am Pumpkin Carving	29 Halloween Volleyball: 6-8pm Pumpkin Carving	30 Halloween Party: 6-8pm Broomball: 9:30-11:20	31 HALLOWEEN





NAMEGOSÌ-KÌZIS



Grammar Sheet Contest – Negations

Complete the following Grammar sheet and email it along with your name and number to odaminowin2021@gmail.com or drop it off at the Cultural Center for your chance to win a **\$100 gift certificate** at KZ GAS before October 25, 2025.

It is easy to negate a verb by adding the following prefix and suffix. The prefix **kàn** and the suffix **sì** are added to the verb to form the negation. For example: nidija = I am going to **kàn** nidijàsì = I am not going.

Name

Number

Add the prefix and suffix to the following sentences and write them in the box.

Ni gíwe I am going home.	→	I am not going home.
Ni nibà I am sleeping.		I am not sleeping.
Ni minwenindan (i) I like it.		I do not like it.
Ni dàkoz (i) I am sick.		I am not sick.
Ni wì-wìsin. (i) I am hungry.		I am not hungry.
Ni chìbakwe. I am cooking.		I am not cooking.
Ni nigam. (o) I am singing.		I am not singing.
Ni maw. (i) I am crying.		I am not crying.
Ni mamidonenindan. (i) I am thinking.		I am not thinking.
Ni bap. (i) I am laughing.		I am not laughing.

If the verb ends in a consonant then a connecting sound is used between the verb and the suffix to aid in fluency.

ANSWERS

Kakone Kizis Grammar Contest

Complete the crossword puzzle below and email it to odaminowin2021@gmail.com or drop it off at the Cultural Center before September 28.

In Anishinàbemowin you can transform a noun into a place or location by adding the locative ending. These are: ng, ing, eng, ong or ang.



Random Draw Prize
\$100 KZ GAS Gift Card

Across

2. in, at, to the bush
6. in, at, to Ottawa
7. in, at, to the water
9. in, at, to the school
- *10. in, at, to the store
11. in, at, to the hospital
12. in, at, to the back

Down

1. in, at, to the lake
3. in, at, to the grocery store
4. in, at, to the town
5. in, at, to the restaurant
8. in, at, to the outside

Add a locative ending to these nouns.

sagihigan

Ottawa

agwadjihi

nopimi

ishkweya

kikinàmàdinàn

mìdjim-gamig

nibi

akozi-gamig

odenaw

wìsini-gamig

adawè-gamig *

This month's lucky winner is Winona Tenasco. She was able to figure out the mistake and correctly fill in the crossword puzzle. Sorry about that!

ODEKAN - OCTOBER 2026 CALENDAR



Namegosi Kizis - Month of the spawning trout

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Caregiver's Afternoon Out, Please call in the morning of by 11 am to register your child for the afternoon. 819-449-2702. Migwech				1 Sagabigoni Program 8:30—11:30 am Curriculum Prep/ Cleaning/Home visits	2 Sagabigoni Program 8:30—11:30 am CLOSED	3
4	5 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Ages 15 months-3yrs old	6 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Babies 6months-18 months	7 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Ages 15 months-3yrs old	8 Sagabigoni Program 8:30—11:30 am Curriculum Prep/ Cleaning/Home visits	9 CLOSED Cultural Day	10 
11	12 	13 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Babies 6months-18 months	14 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Ages 15 months-3yrs old	15 Sagabigoni Program 8:30—11:30 am Curriculum Prep/ Cleaning/Home visits	16 Sagabigoni Program 8:30—11:30 am CLOSED	17
18	19 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Ages 15 months-3yrs old	20 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Babies 6months-18 months	21 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Ages 15 months-3yrs old	22 Sagabigoni Program 8:30—11:30 am Curriculum Prep/ Cleaning/Home visits	23 Sagabigoni Program 8:30—11:30 am CLOSED	24
25	26 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Ages 15 months-3yrs old	27 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Babies 6months-18 months	28 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Ages 15 months-3yrs old	29 Sagabigoni Program 8:30—11:30 am Curriculum Prep/ Cleaning/Home visits	30 Halloween Walk with Wazoson CLOSED	31 

367 Paganakomin Mikan
Maniwaki, Quebec J9E 3B1
Tel: (819) 449-2702
Fax: (819) 449-3361



Any questions contact:
Katrina Whiteduck
Odekan Headstart Coordinataor
Email: katrina.whiteduck@kza.qc.ca

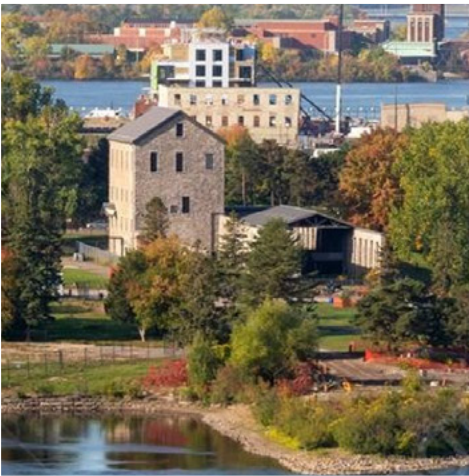
LET'S TALK: VICTORIA ISLAND



The 11 First Nations making up the Algonquin Anishinabe Nation want to hear from their members living in the Ottawa-Gatineau area about their thoughts on the future of Victoria Island.



DOOR PRIZES TO WIN!



Date
**October 5th,
2026**



Location
Community Hall



Time
4:30 - 7:00 P.M

**FOR INFORMATION: 819-449-1225 OR CONSULTATION@AANTC-CTNAA.NET
(PEGGIE JEROME)**