Keewatinohk Inniniw Minoayawin Inc.
Northern Peoples' Wellness

Employment Opportunity

Clinical Health Psychologist

Pediatric Services

Hybrid – Winnipeg Office and Northern Manitoba First Nations

The K.I.M. team invites applicants to apply for the following exciting opportunity!

Keewatinohk Inniniw Minoayawin Inc. (KIM) was established to work towards a new health system that better responds to the needs of northern First Nations people in Manitoba. KIM supports health and wellness services for 23 Sovereign First Nation communities, with a focus on equitable care, addressing racism in the health care system, responding to emerging needs, and filling gaps through advocacy, collaboration, and integration with First Nation communities and federal and provincial partners.

The Clinical Health Psychologist takes a team, family, and First Nation approach. This position requires a compassionate, highly organized professional dedicated to serving First Nations children, youth, and families and supporting First Nations health sovereignty.

The Clinical Health Psychologist provides comprehensive neurodevelopmental and psychological assessments, supervises psychometrists and psychology support staff, oversees clinical quality and governance, and supports interdisciplinary care planning that reflects First Nations values, data sovereignty principles, and family-centred care.

The Clinical Health Psychologist brings strong leadership, patient service skills, sound judgment, and a deep commitment to anti-racism, cultural safety, and trauma-informed care. Building respectful relationships with children, families, community-based staff, and interdisciplinary care providers is essential. The ability to speak a northern First Nations language is desirable.

Candidates with roots to a northern First Nation community will be given preference.

The Clinical Psychologist will be responsible for:

- **Clinical leadership and governance:** Establish and maintain KIM's clinical governance framework, professional practice standards, assessment protocols, supervision requirements, and quality assurance processes; ensure compliance with Psychological Association of Manitoba standards, applicable legislation, and professional ethics; lead program planning and policy development; and lead the recruitment, onboarding, mentorship, and continuing professional development of clinical staff.
- **Clinical assessment and diagnostic services:** Conduct comprehensive psychological and neurodevelopmental assessments of children and youth, including diagnostic interviews, behavioural observations, clinical formulation, diagnosis, recommendations, and clear feedback sessions with families; review referrals and required records or consultations; collaborate in integrated care planning; provide consultation and diagnostic clarification related to autism spectrum disorder, ADHD, FASD, learning disorders, intellectual disabilities, developmental delays, and other neurodevelopmental concerns; and deliver services virtually and through community-based outreach clinics.
- **Supervision of psychometrists and support staff:** Provide direct clinical supervision; delegate assessment activities while retaining responsibility for clinical interpretation, diagnosis, and recommendations; review testing procedures, scoring, observations, and draft reports; develop training and competency assessment processes; ensure standardized protocols and diagnostic quality across service locations; and support the development of future psychometrist and psychology assistant positions.
- **Referral intake and clinical coordination:** Review and triage incoming referrals with internal staff, determine urgency and service priority, support equitable waitlist management, help families and community providers access interim supports, and coordinate assessment planning, travel scheduling, and service priorities with operational staff.
- **Interdisciplinary collaboration:** Collaborate with KIM pediatricians, primary care providers, nurses, community health staff, Jordan's Principle teams, schools, family support services, and other allied professionals; contribute psychological expertise to case discussions and care planning; consult with community-based providers; and support KIM's specialist community of practice and collaborative care networks.
- **Family and community engagement:** Build respectful and trusting relationships with First Nations children, youth, families, Elders, Knowledge Keepers, and communities; provide culturally safe, strength-based, trauma-informed care; explain assessment results and diagnoses and provide practical education and follow-up consultation; ensure recommendations are practical, achievable, and culturally meaningful; and build community capacity by sharing clinical knowledge, tools, and strategies.

The successful candidate will possess the following qualifications:

- Doctoral degree (PhD or PsyD) in Clinical Psychology or a related field.
- Current active registration as a Psychologist or as an independent practice psychological associate with the Psychological Association of Manitoba.

- Minimum five (5) years of experience conducting pediatric psychological and neurodevelopmental assessments, including assessments related to autism spectrum disorder, ADHD, FASD, intellectual disabilities, learning disorders, and developmental delays.
- Demonstrated experience supervising psychometrists, psychology assistants, students, or other clinical staff.
- Experience working with First Nations organizations, communities, and service systems, preferably in rural, northern, or remote settings.
- Demonstrated knowledge of trauma-informed and culturally safe clinical practice, Jordan's Principle, and Indigenous health service systems.
- Experience in program development, evaluation, and quality improvement, and in delivering virtual psychological services and outreach-based care.
- Strong interpersonal, relationship-building, and communication skills, including the ability to engage respectfully with First Nations children, youth, families, communities, community-based staff, and interdisciplinary teams using culturally safe and trauma-informed practices.
- Demonstrated understanding of confidentiality and privacy obligations, with current PHIA training or the ability to obtain it promptly upon hire.
- Ability to work independently and collaboratively, maintain clinical accountability, exercise sound judgment, and adapt to flexible community-based service environments, including nursing stations, health centres, and other community settings.
- Current First Aid/CPR certification or the ability to obtain it within a reasonable period after hire.
- The ability to speak an Indigenous language such as Cree or Dene, and lived connection to a northern First Nation community, are considered strong assets.

The following are considered conditions of employment:

- Must maintain active registration and remain in good standing with the Psychological Association of Manitoba throughout employment.
- Must be able to travel regularly to remote and isolated northern Manitoba communities, including multi-day clinics and travel by land, boat, and air in varying weather and road conditions.
- Satisfactory criminal record, vulnerable persons, and child abuse registry checks will be required.
- Successful completion of Personal Health Information Act training will be required.
- Must possess and maintain a valid Class 5 Manitoba driver's licence.
- Must be able to lift, carry, and move clinic supplies, equipment, records, and materials weighing up to 50 lbs.

For more information or to join our growing team of experts, please submit your resume and cover letter to Human Resources at hr@kimhealth.ca Resumes will be reviewed on **December 15, 2026, at 4:30 p.m.** This opportunity will remain open until filled.

Established in December 2019, Keewatinohk Inniniw Minoayawin (K.I.M.) is a northern First Nations-led aggregate health organization that will work to transform health and wellness services and improve health outcomes for First Nations people. K.I.M. offers eligible employees a highly competitive and comprehensive benefits package, complemented by participation in the Healthcare Employees' Pension Plan (HEPP) — a defined benefit pension plan that provides predictable, secure monthly retirement income based on earnings and years of credited service, with employer-matched contributions.