



Keewatinohk Inniniw Minoayawin Inc.

Northern Peoples' Wellness

Employment Opportunity

Psychometrist/Psychology Associate

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 Psychometrist/Psychology Associate takes a team, family, and First Nation approach. This position is suited to a compassionate, highly organized professional dedicated to serving First Nations children, youth, and families and supporting First Nations health sovereignty.

Working under the clinical supervision of KIM's Clinical Health Psychologist Lead, the Psychometrist/Psychology Associate will travel regularly to First Nations communities to administer standardized psychological assessments, support diagnostic clinics, coordinate assessment activities, gather collateral information, and assist families throughout the assessment process.

This role is critical to improving equitable access to diagnostic services while advancing KIM's vision for culturally safe, family-centred, and Indigenous-led care.

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

The Psychometrist/Psychology Associate will be responsible for:

- **Psychological assessment services:** Under the supervision of a Registered Clinical Psychologist, administer standardized psychological and neurodevelopmental tools; conduct cognitive, academic, adaptive, developmental, and behavioural assessments; complete scoring, data entry, quality review, behavioural observations, and test summaries; assist with interpretation meetings and report preparation; follow professional and ethical standards; and maintain assessment inventories and materials.
- **Community-based assessment delivery:** Conduct and support mobile, regional, and community-based assessment clinics with local health teams, including clinic set-up, suitable testing environments, secure handling of materials, clinic flow, multidisciplinary visits, and implementation of KIM's preferred assessment model.
- **Family and community engagement:** Build respectful relationships with children, youth, families, caregivers, and community partners; explain assessment processes; assist with questionnaires, rating scales, and intake forms; gather collateral information; support culturally safe and trauma-informed interactions; and collaborate with community health representatives, nursing stations, schools, and Jordan's Principle teams.
- **Assessment coordination:** Obtain, organize, securely maintain, and track records, documentation, outstanding information, and assessment timelines, and assist with travel planning and assessment logistics.
- **Clinical team collaboration:** Participate in supervision and case review; present assessment findings and observations; contribute to interdisciplinary care planning; collaborate with pediatricians, nurses, social workers, educators, and community providers; and support program planning, service evaluation, quality improvement, assessment processes, and culturally responsive practices.
- **Quality improvement and program development:** Collect and monitor service utilization and outcome data, including assessment volumes, wait times, and access indicators, while supporting First Nations data sovereignty and privacy compliance.

The successful candidate will possess the following qualifications:

- A master's degree in Psychology, Educational Psychology, Counselling Psychology, Child Development, or a related field is considered an asset.
- Relevant experience working with children and youth in health care, education, child and family services, community mental health, or an Indigenous, rural, northern, or remote community setting.
- Demonstrated foundational knowledge of standardized psychological assessment, including test administration, scoring, behavioral observation, test security, and factors that may affect the reliability, validity, and cultural appropriateness of assessment results.
- Experience administering cognitive, academic achievement, adaptive functioning, behavioral, developmental, or autism-focused assessment measures is considered an asset. Relevant measures may include the WISC-V, WPPSI-IV, WAIS-IV, WIAT-4, Vineland-3, BASC-3, ABAS-3, and ADOS-2.
- Knowledge of neurodevelopmental disorders, including Autism Spectrum Disorder, ADHD, FASD, learning disabilities, and developmental delays.

- Proficiency with Microsoft Office applications, including Word, Excel, Outlook, and Teams, and experience using electronic medical or health record systems.
- Excellent organizational, time-management, and coordination skills, with strong attention to detail and the ability to manage competing priorities in fast-paced, evolving, and community-based service environments.
- 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 centers, 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:

- Experience administering standardized psychological assessments and conducting structured testing, interviewing, or data collection activities.
- Must complete required training and demonstrate competency in each assessment instrument before administering it independently. Specialized instruments, including the ADOS-2, may only be administered where the employee has completed the required instrument-specific training and has been authorized to do so by the supervising psychologist.
- Where registration is required for the duties assigned, must obtain and maintain the applicable active registration with the Psychological Association of Manitoba, remain in good standing, and comply with all terms, conditions, restrictions, supervision requirements, and continuing competency obligations associated with that registration.
- Must possess and maintain a valid Class 5 Manitoba driver's license.
- Clear Child/Adult Abuse Registry Check and satisfactory Criminal Record Check and Vulnerable. Sector Search.

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 **October 13, 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.