Keewatinohk Inniniw Minoayawin Inc.
Northern Peoples' Wellness

Employment Opportunity

Outreach Nurse

Minoayawin Mobile Outreach Program

Hybrid - Thompson, Manitoba, with travel to surrounding First Nations

Salary range: $91,614 to $118,863 annually, plus comprehensive benefits and pension

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

Keewatinohk Inniniw Minoayawin Inc. is a First Nations-led health transformation organization supporting northern Manitoba First Nations in achieving health sovereignty, improving access to care, addressing gaps in services, and creating racism-free, equitable and culturally safe health systems.

The Minoayawin Mobile Outreach Program (MMOP) provides a bundle of services to unhoused residents of Thompson and surrounding First Nations. The program offers trauma-informed, low- to no-barrier health care grounded in anti-Indigenous racism approaches that honour and give equal validity to Indigenous ways of knowing. MMOP promotes physical, emotional, mental, and spiritual healing in ways that uphold the respect and dignity of unhoused community members living in Thompson, Manitoba, and surrounding First Nation communities.

Reporting to the Director of Northern Programs, the RN or LPN will be an integral member of an integrated, multidisciplinary health services team, providing excellent, Indigenous-specific racism-free community treatment and care to community members accessing the MMOP. Working in conjunction with primary care providers (Physicians and Nurse Practitioners) and allied health providers (Elders, Counsellors, Social Workers, Peer Support Workers), the RN or LPN will support members' access to and experience of primary care, withdrawal management services, and Indigenous-specific racism-free care provided by the MMOP. Daily work will involve a combination of outreach and in-clinic work, with some administrative and preparation work performed at a central location and mobile and outreach services performed in and around Thompson. The working schedule is generally five days per week, Monday to Friday, with some evening and/or weekend shifts for outreach clinics or events based on programming needs, and out-of-town travel may be required 1-2 times per month.

We are seeking an **RN or LPN** passionate about promoting health and wellness equity for First Nations people living in Thompson, Manitoba. The successful candidate will be part of a multidisciplinary team providing both outreach-based and clinic-based physical, emotional, mental, and spiritual wellness and harm reduction services. These services give equal validity to Indigenous and Western knowledge bases and practices, and are strength-based, trauma-informed, person-centered, and grounded in Indigenous harm reduction, contributing to a health system that is accessible, free of Indigenous-specific racism, and truly meets the needs and desires of unhoused community members of Thompson and surrounding communities.

Qualified First Nation candidates will be given preference.

The Registered or Licensed Practical Nurse will be responsible to:

- Establish relationships with members and provide culturally safe, kind, and empathetic support; support wellbeing and increase access to holistic health supports and withdrawal management supports.
- Provide primary health care services, including clinical nursing, harm reduction services, point of care testing, and health promotion and prevention for members of all ages within a multidisciplinary team of Nurses, Peer Support Workers, Social Workers, Physicians, Elders, and Knowledge Keepers.
- Collaborate with the multidisciplinary team, educational resources, and other health care providers and community partners to provide member-centered care and education.
- Follow leadership regarding program changes, day-to-day functioning of the program, and plans to meet future goals.
- Act as a nursing resource to other disciplines, health care agencies, facilities, and organizations that the MMOP collaborates with to support continuity of care.
- Perform other duties and functions related to the position as required.

The successful candidate will possess the following qualifications:

- Baccalaureate degree or Diploma in Nursing or Licensed Practical Nursing.
- Minimum of one year of experience in primary care nursing or similar experience in a location that serves First Nations community members and/or communities with multiple barriers to health and wellness equity.
- Currently practicing and registered with the College of Nurses of Manitoba
- Demonstrated skill in the use of medical equipment and supplies appropriate to clinic nursing, along with evaluating equipment and making recommendations regarding new equipment purchases.
- Comprehensive knowledge of other health care, allied health, peer support, and people-with-lived-experience disciplines and their roles in member care.
- Demonstrated ability to critically read and utilize current health research in evidence-based practice and share information with members of the multidisciplinary team in areas of expertise.
- Experience with opioid agonist therapy (OAT) and other harm reduction practices is desired.

- Ability to deal effectively with conflict, manage aggressive behaviour, and use non-violent crisis intervention and behavioural management techniques.
- Ability to conduct a nursing assessment of community members that includes physical, emotional, mental, and spiritual aspects of overall wellness.
- Ability to communicate effectively, both verbally and in writing.
- Flexible, team-oriented, and committed to respectful, collaborative problem-solving in a team environment.
- Demonstrated ability to plan, organize, and prioritize work.
- Demonstrated commitment to culturally safe, trauma-informed, member-centered, harm reduction, and recovery-oriented practices.
- Completion of a cultural competency course or willingness to participate is required.
- Experience and knowledge of First Nations peoples, Indigenous peoples, and their cultures is desired.
- The ability to speak one of the Northern First Nations languages is desirable.

The following are considered conditions of employment:

- Must be able to physically carry out the duties of the position, including sitting, standing, safely lifting up to 50 lbs., assisting clients with mobility challenges, bending, twisting, and driving for short periods of time.
- Must be able to work with latex and other materials in standardized safety equipment.
- Must be currently registered and maintain membership in good standing with the College of Nurses of Manitoba.
- Satisfactory criminal record, vulnerable persons, and child abuse registry checks will be required.
- Must be able to travel on occasion, with appropriate notice, by air, land, and boat.
- Must be able to work occasional weekday evenings (1-2 times per week), and some evening and/or weekend shifts for outreach clinics or events based on programming needs.
- Must be eligible to work in Canada.

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 Applications will be accepted by email and will be reviewed on **November 30th, 2026, at 4:30pm. This opportunity will continue to 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.