

Indigenous Social Worker (Contract)

Effective: Immediately – June 30. 2027 (With the possibility of extension without competition)

Ed Services

Rate of Pay: \$81,771- \$108,219

About the Limestone District School Board

The Limestone District School Board (LDSB) is situated on the traditional territories of the Anishinaabek and Haudenosaunee. We acknowledge their enduring presence on this land, as well as the presence of Métis, Inuit, and other First Nations from across Turtle Island. We honour their cultures and celebrate their commitment to this land.

The LDSB is the region's only fully inclusive school board. Limestone schools serve more than 20,500 students in 55 schools and five alternative education centres covering a geographic area of 7,719 square kilometres across the City of Kingston, the Townships of Central Frontenac, North Frontenac, South Frontenac, Addington Highlands, Loyalist, Stone Mills, the Frontenac Islands and the Town of Greater Napanee.

About this position

Reporting to the Mental Health Lead, and working alongside the Indigenous Education Team, the Indigenous Social Worker provides mental health supports and interventions utilizing evidence-informed therapeutic approaches and clinical practices to Indigenous students with mental health and substance use issues, in collaboration with inter-professional team members.

As a member of the Indigenous Education and Educational Services Teams, the successful candidate will provide in-person and/or virtual mental health counselling to Indigenous students enrolled in elementary and secondary schools with a focus on equity of access to socially and culturally responsive supports to address mental health and substance misuse concerns. The Indigenous Social Worker will also act as a resource by providing education and information regarding Indigenous community resources and access to these resources, facilitating referrals where appropriate, and facilitating the development of community resources by identifying services needed to support Indigenous students.

As an Indigenous Social Worker, the successful candidate will also provide crisis and suicide intervention support, as well as assist in the development and implementation of early intervention and preventative programs for Indigenous individuals and groups. Additionally, you will be called upon to support district-wide initiatives, including professional development for school staff and support. The successful candidate will maintain student records in accordance with privacy legislation and ensure that school board files are up to date. They will also participate in research and evaluation related to student well-being, mental health and substance misuse.

Duties and responsibilities

- Experience supporting Indigenous youth and families.
- Strong working knowledge of the effects of racial inequalities, social determinates of health, and barriers relating to disability, including mental illness and substance misuse.
- Highly developed clinical skills in interviewing, psycho-social and risk assessment, treatment (individual, group) crisis intervention, cognitive behaviour therapy (CBT) and the delivery of brief mental health services with children and youth.
- Knowledge of assessment and treatment for substance use, addiction and concurrent disorders is an asset.
- Excellent organizational, interpersonal & time management skills.
- Strong oral and written communication skills and confidence in social work scope of practice and articulating this within an education setting.
- Ability to work independently and as an interprofessional team member.
- Understanding of relevant legal and confidentiality issues pertaining to children and adolescents.
- Awareness of a tiered approach to mental health supports for children and youth.
- ASIST training considered an asset.
- Must possess a valid driver's license and have access to a vehicle to travel and provide service throughout the district.

Qualifications, knowledge, and experience

- Master's Degree in Social Work (M.S.W). Indigenous Field of Study preferred.
- Registered and in good standing with the Ontario College of Social Workers and Social Service Workers (OCSWSSW).
- Indigenous ancestry
- Related experience in the role of a Social Worker in an educational, mental health, healthcare, or community setting.
- Demonstrated assessment and therapy skills with expertise in individual work required.
- Cognitive behavioural therapy (CBT) certification or the ability to complete this within the 26/27 school year.
- Experience working with Indigenous students, families and communities.
- Knowledge of local Indigenous communities and service providers.

Commitment to diversity and inclusion

Across LDSB, we are committed to removing systemic barriers not only in recruitment but in retention and promotion as well so that you can see yourself in Limestone. The LDSB is dedicated to promoting fair and equitable hiring practices that will move us forward in hiring staff who reflect the full diversity and lived experiences within the communities we serve.

We invite and welcome you, through your application/resume to self-identify as someone who has lived experiences, and who can bring valuable, diverse knowledge and perspective to our district and the students and communities we serve.

Accommodation will be provided to applicants to enable equitable participation in the recruitment process. Applicants can request accommodation at any time during the recruitment process.

Applicants who are transgender may provide records in a different name than their current legal name or name of common usage. This will not prejudice prospective applicants in any way, and such information will remain confidential.

The Kingston area community promotes and supports the diversity that continues to grow within our communities. For more information about Kingston and/or the LDSB, including equitable recruitment, retention and promotion practices, please visit limestone.on.ca



Our Intention: To make a positive difference in the lives of every student, in every classroom, in every school.

How to apply

Interested applicants are invited to submit an application package that includes a cover letter, resume, and proof of qualifications. Please ensure you clearly outline how your skills, experience, and education relate to the position.

Applications are due by **October 4th, 2026 by 4:00pm** and must be submitted through [Apply to Education](#).

