

Recovery Coach Team Lead – New Beginnings

Indigenous Recovery Solutions Inc.

Indigenous Recovery Solutions Inc. is driven by a mission to foster healing and resilience in Indigenous communities through a Métis-rooted, holistic approach to recovery. In partnership with the Otipemisiwak Métis Government—the self-governing Métis Nation within Alberta, founded in 1928 and representing over 70,000 Métis citizens—is proud to launch New Beginnings, a transitional housing initiative grounded in Métis ways of healing and community care.

Guided by Métis values of kinship, mutual aid, and cultural pride, this program blends evidence-based recovery practices with Métis traditions, ensuring participants reconnect with their heritage while building a strong foundation for lifelong wellness. The program supports relatives on their recovery journey while honouring Métis governance, intergenerational wisdom, and land-based healing traditions.

New Beginnings is deeply committed to cultural safety, anti-racist practices, and the advancement of Indigenous health equity. As a program grounded in Métis traditions, we strive to create an environment where all community members are treated with dignity and respect, free from discrimination, and supported in their healing journey.

Reporting to the Program Manager, the Recovery Coach Team Lead provides direct support to community members in recovery while offering supervision and guidance to the Recovery Coach team. This dual role combines one-to-one and group-based recovery support with leadership responsibilities, including scheduling, shift oversight, team mentorship, and support in onboarding and training. The Recovery Coach Team Lead helps to ensure recovery services are culturally aligned, strengths-based, and consistent with the values of the Otipemisiwak Métis Government. They act as a bridge between recovery staff, program leadership, and community voices, supporting quality assurance and team cohesion.

Role-Specific Accountabilities

- Walk alongside relatives in their healing journey, sharing progress with the care circle in a way that respects autonomy, dignity, and relational accountability.
- Partner with community members to identify goals using a trauma-informed and Métis relational worldview grounded in mentorship, kinship, and collective healing.
- Integrate Métis-specific healing practices into daily work, such as land-based healing, fiddle music, jigging, storytelling, beadwork, and traditional foods.
- Frame recovery coaching as a collective journey, emphasizing the role of extended family, peer support, and intergenerational wisdom.

- Engage regularly with Métis citizens, Elders, and leadership to ensure recovery services align with Otipemisiwak Métis Government health and wellness strategies and reflect cultural priorities.
- Facilitate and encourage community-based decision-making, including seeking program feedback from participants and community members.
- Use motivational interviewing and culturally rooted support to guide recovery conversations and encourage resilience, hope, and cultural identity.
- Maintain respectful relationships with clients while connecting them to housing supports, employment pathways, treatment options, and community services.
- Maintain documentation and privacy practices while using language and framing that reflects relational and cultural respect (e.g., relatives, community members).
- Collaborate within a multidisciplinary team to ensure holistic, integrated, and culturally appropriate recovery support.
- Provide on-shift supervision to Recovery Coaches, offering real-time feedback, troubleshooting, and support as needed.
- Create and manage team schedules to ensure adequate 24/7/365 coverage and support across all shifts.
- Support the onboarding, orientation, and mentoring of new Recovery Coaches.
- Facilitate team meetings and promote open communication and reflective practice among the team.
- Assist with conflict resolution and ensure workplace policies and protocols are followed.
- Support quality improvement efforts through data review, documentation audits, and feedback collection.

Qualifications

- High school diploma or equivalent required; post-secondary education or certification in peer support, addictions, social work, or healthcare is an asset.
- Certified Peer Recovery Coach or equivalent designation preferred.
- Demonstrated lived experience in recovery and/or peer support is a significant asset.
- Experience working with Métis or Indigenous communities in culturally respectful and trauma-informed ways.
- Previous supervisory experience or demonstrated leadership in peer support settings is preferred.

- Knowledge of substance use, colonization, and intergenerational trauma affecting Métis Peoples.
- Deep familiarity with or strong willingness to learn about Métis history, traditions, language, and worldviews.
- Strong interpersonal and communication skills, including respectful telephone engagement and documentation.
- Strong time management and organizational skills; ability to manage competing priorities effectively.
- CPR/First Aid certification, or willingness to obtain.
- Must complete a Vulnerable Persons Criminal Record Check prior to employment.

This is a full-time, onsite position based in Edmonton, AB, within a program that operates on a 24/7/365 schedule. Please send your cover letter and resume to humanresourcesnb@newbeginningsAB.ca quoting Recovery Coach Team Lead in the subject line. Thank you for your interest in working with Indigenous Recovery Solutions Inc. only those candidates selected for an interview will be contacted.