Interlake-Eastern
Regional Health Authority

POSITION DESCRIPTION

POSITION TITLE: INDIGENOUS DOULA

DEPARTMENT: PUBLIC HEALTH

CLASSIFICATION:

UNION: OUT OF SCOPE

REPORTING RELATIONSHIPS

POSITION REPORTS TO: MANAGER HEALTH SERVICES, PUBLIC HEALTH

POSITIONS SUPERVISED: Not Applicable

POSITION SUMMARY

Reporting to the Manager Health Services, Public Health, the Indigenous Doula provides compassionate, skilled, and knowledgeable support to individuals who use or have been affected by substances. The role addresses their prenatal, postpartum and early parenting needs by using trauma-informed, culturally safe and anti-racism approaches to care. The position of Indigenous Doula functions in a manner consistent with, and supports the mission, vision and values of the Interlake-Eastern Regional Health Authority.

Interlake-Eastern RHA is committed to responding to the Truth and Reconciliation Commission of Canada's Calls to Action and creating working environments free of racism for both clients and employees. All staff members are encouraged to seek and identify patterns of harm towards Indigenous, black and marginalized clients and employees and to take actions to disrupt any form of racism. Collectively and individually, we are growing cultural competency capacity by implementing the region's anti-racism action plan.

ESSENTIAL FUNCTIONS AND DUTIES

Function and duties include but are not limited to the following:

- Provides compassionate and culturally appropriate safe support to people who use or have been affected by substances; in their prenatal, postpartum and early parenting stages.

- Works collaboratively with the funded Project Coordinator, the project steering committee, the Indigenous Health, and project evaluation team to carry out the deliverables associated with project workplan and performance measurement plan.
- Pursuant to the Health System Governance and Accountability Act, Interlake-Eastern RHA is designated bilingual (English/ French). Accordingly, all employees accept the responsibility to support clients in their official language of choice.

OTHER

- Performs other duties as assigned.

QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Grade 12, GED or other acceptable training.
- Completion of the certification requirements for Indigenous Doula Training. Other Doula training may be acceptable.

EXPERIENCE REQUIRED:

- Experience working with Elders, and/or Indigenous Knowledge Keepers.
- Experience working with First Nations/Indigenous stakeholders who provide services to people who are pregnant or in their early parenting stage.
- Direct experience providing support to prenatal and postpartum families.
- Experience working within harm reduction, trauma informed, non-judgmental, and culturally grounded approaches.
- Experience supporting the vulnerable population with social and health inequities such as poverty, substance use, lack of housing and transportation, food insecurity, etc.
- Experience in group facilitation.

SKILLS/COMPETENCIES:

- Ability to develop and document support and wellness plans using a client-centered approach.
- Ability to build and maintain respectful and effective relationships with diverse groups, organizations, and individuals to work collaboratively and cooperatively, including good conflict management skills and abilities.
- Ability to multi-task, set priorities effectively, time manage and problem solve.
- Ability to communicate effectively both orally and in writing.
- Ability to efficiently and effectively utilize Microsoft Office Suite including Word, Outlook, Power Point and Excel.
- Valid Manitoba driver's license with access to a reliable vehicle.
- Mental and physical ability to meet the demands of the position.
- Given the cultural diversity of our region, the ability to communicate in more than one language would be considered an asset.
- Proficiency of both official languages is essential for target and designated bilingual positions.
- Completes and maintains a satisfactory pre-employment security check.
- Satisfactory employment record.

WORK CONDITIONS

- Flexibility in work schedule including evenings, weekends and possible overnights.
- The incumbent functions autonomously on a day-to-day basis and manages assigned duties accordingly.
- Will be required to travel throughout the region as duties may require.
- No hazardous or significantly unpleasant conditions.
- All health care workers are required to be immunized as a condition of employment in accordance with the Interlake-Eastern RHA Policy GA-13-P-110 Required Immunizations for Health Care Workers.

WORKPLACE SAFETY AND HEALTH

The incumbent contributes to making the organization safe for clients and staff and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.

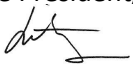
- Provides a safe environment by ensuring the adherence to Manitoba Association of Safety in Healthcare (MASH), Workplace Safety and Health Regulations and Policies and Infection Control Guidelines. Obeys all safety and health rules and follows recommended Safe Work Procedures. Informs supervisor of any unsafe acts, work conditions, incidents, near misses, injuries or illnesses immediately.
- Demonstrates a working knowledge of Workplace Hazardous Materials Information Systems (WHMIS) and adheres to procedures for handling and storing controlled substances as described in the Material Safety Data Sheets (MSDS). Uses personal protective equipment as required.
- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facilitys' Fire, Disaster and Evacuation Plan.

PATIENT SAFETY

- Participates in and demonstrates an understanding of patient safety principles and practices into all day to day activities. Follow all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to patient safety.

Created: June 2026
Date

Revised: _____
Date

Approved by:		June 21, 2026
	Regional Manager/ Supervisor	Date
Approved by:		June 22, 2026
	Vice President/CEO	Date
Reviewed by:		June 22, 2026
	Vice President, Human Resources	Date

Position descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well constructed position descriptions are an integral part of any effective compensation system.

All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills and abilities included have been determined to be the minimal standards required to successfully perform the position. In no instance, however, should the duties, responsibilities, and requirements delineated be interpreted as all inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.