



POSITION TITLE:	CULTURAL RESOURCE ADVISOR
DEPARTMENT:	SUPPORT SERVICES AND ADMINISTRATION
REPORTS TO:	CULTURAL SERVICES SUPERVISOR
CLASSIFICATION:	FULL TIME PERMANENT
LOCATION:	ALDERVILLE, ON
POSTING DATE:	SEPTEMBER 15 TH , 2023
CLOSING DATE:	OCTOBER 4 TH , 2023

Dnaagdawenmag Binnoojiiyag Child & Family Services is a multi-service Indigenous wellbeing agency. We provide a stable foundation for children, youth, and families, through wraparound services that are culturally based, and family focused.

PURPOSE OF THE POSITION

Reporting to the Cultural Services Supervisor, the Cultural Resource Advisor is responsible for the ongoing sourcing and development of cultural resources and Knowledge Keepers to assist the Agency in delivering culturally intelligent services rooted in the culture, beliefs and values of Dnaagdawenmag Binnoojiiyag Child & Family Services and the indigenous population we serve. The Cultural Resource Advisor is also responsible for providing education and training about cultural practices, teachings, ceremonies and traditions to children, youth, families, caregivers, community members, staff, and other community service providers so they can implement in their day-to-day practices.

RESPONSIBILITIES

- Provide traditional teachings and ceremonies in a safe and acceptable environment to staff, caregivers, community service providers and other community members as needed.
- Organize, implement and at times facilitate cultural workshops, ceremonies, healing circles and spiritual gatherings for staff, families, care givers and alternative care providers.
- Coordinate access to Elders and traditional healers to meet the needs of the Dnaagdawenmag Binnoojiiyag Child & Family Services community, children, youth, and families.
- Assist in the development and maintenance of a resource list of Elders, cultural knowledge keepers and other cultural resources.
- Maintain effective relationships with First Nations Councils, elders, committees, and applicable agencies.
- Work to promote cultural awareness, safety, and competency within Dnaagdawenmag Binnoojiiyag Child & Family Services.



- Ensure that children and families receive appropriate cultural programming as requested.
- Act as a resource and provide information to ensure that cultural knowledge and practices are understood and maintained.
- Participate in the ongoing development and implementation of policies, procedures and best practices related to First Nation, Inuit, and Metis cultures.
- Prepare and maintain regular reports, analyses and statistics as required.
- Participate in the development of an overall service plan.
- Attend all staff meetings.
- Respect and honour the organizational values of Dnaagdawenmag Binnoojiiyag Child & Family Services and comply with the organizations policies and procedures.
- Perform other duties as may be assigned.

OTHER DUTIES

- Performs other duties as assigned.

POSITION REQUIREMENTS

Education and Experience Requirements:

- Five (5) years' experience working with Aboriginal people, organizations, and communities.
- Recognized and respected by his/her own community as someone who has lived experience and a learned understanding of Indigenous culture and traditional teachings and they carry themselves within community according to those teachings.
- SSW Diploma or Indigenous Studies Diploma.

Availability Requirements:

- Our office hours are 8:30am - 4:30pm, Monday to Friday, with a one-hour unpaid lunch. However, based on the needs of those we serve, our frontline staff regularly find themselves working outside of these hours, including evenings, weekends, and holidays.

Knowledge Requirements:

- Strong knowledge and awareness of indigenous culture and history, with emphasis on child welfare, family violence, the impact of trauma, Indigenous youth engagement and community outreach.
- A solid understanding of the experiences of First Nations and Indigenous peoples in Canada, and the impact of the legacy of Residential Schools and the "Sixties Scoop" upon them is essential.
- Engage as a healthy member of the community with a strong, demonstrated ability to work respectfully with stakeholders, children, youth, birth family members, caregivers, co-workers, community, knowledge keepers and allies.
- Commitment to providing services in ways that respect cultural beliefs, values,



norms, ceremony, and teachings of Indigenous people.

- Exceptional knowledge of Indigenous historical and contemporary issues.
- Experience in group facilitation, and ability to develop and present training materials to small and large groups.
- Experience in program planning, development, implementation, data collection and evaluation.

Ability Requirements:

- Excellent Oral and Written communications skills.
- Excellent organizational and time management skills.
- Ability to work with confidential and sensitive information.
- Knowledge of child welfare services.
- Ability to prioritize referrals and use resource allocations appropriately.
- Strong attention to detail and ability to manage logistical details.
- Strong interpersonal skills and a demonstrated ability to form effective working relationships with cultural resources (Elders, healers, etc.), clients, public and Dnaagdawenmag Binnoojiiyag Child & Family Services staff.
- Good computer skills, including Microsoft Office Suite and adaptability to new systems.
- The ability to allocate and develop Dnaagdawenmag Binnoojiiyag Child & Family Services' resources.

Mandatory Requirements:

- Must be willing to work flexible hours including weekends, evenings and holidays as required.
- Provide an acceptable Canadian Police Information Centre Check (CPIC) and Vulnerable Sector Screening (VSS).
- Able to provide a safe vehicle for use on the job, an acceptable Driver's Abstract, evidence of a valid Ontario Driver's License and of Personal Liability & Property Damage insurance coverage for at least \$2,000,000.00.

ACCOUNTABILITIES

The employee is required to have a good working knowledge of all laws, rules, regulations, policies, and procedures, as well as the Regional Protocol which impact on the employee's specific responsibilities. We undertake to make decisions, as required, which are consistent with these and then to act in a manner which provides quality services to children, youth, families, and communities.

WORKING CONDITIONS

- You will be provided a working location with a hybrid work from home option available.
- Travel within the catchment area will be required from time to time.



Dnaagdawenmag Binnoojiiyag
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EMPLOYMENT OPPORTUNITY

- At our Agency, we actively encourage a healthy work life balance and aim to ensure working hours do not exceed 35 hours per week and/or do not need to be conducted during evenings and weekends. We recognize however, that the needs of the children, youth and families that we work alongside do require services outside of these hours. We have a flexible work policy where we aim to maintain an 8 hour schedule (inclusive of a 1 hr lunch), but there are occasions where such planning is not possible. In this role, you will need to have flexibility in your work schedule.

SALARY RANGE

- \$67,695.22 - \$81,589.93, depending on qualifications and experience.

TO APPLY

- Please email the following to careers@binnoojiiyag.ca
 - Application for Employment (available at www.binnoojiiyag.ca)
 - Please indicate preferred location in your application
 - Resume (include 3 work related references)
- Incomplete Applications will not be considered.
- Only those selected will be contacted for an interview.
- As an Indigenous Child Wellbeing Agency, we give priority to applicants who identify as First Nations, Inuit, Métis and those with close affiliations.