



POSITION TITLE:	EARLY YEARS CULTURAL EDUCATOR (ECE/EARLY YEARS)
DEPARTMENT:	CULTURAL & WELLBEING SERVICES
REPORTS TO:	CULTURAL SERVICES SUPERVISOR
CLASSIFICATION:	1- FULL TIME CONTRACT (UNTIL DECEMBER 31, 2027)
FULL SALARY RANGE:	\$61,148.11 - \$81,219.69*
LOCATION:	ALDERVILLE FIRST NATION, ON
POSTING DATE:	NOVEMBER 7, 2025
CLOSING DATE:	NOVEMBER 23, 2025

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

The Early Years Cultural Educator (EYCE) will work with our agency partner, Northumberland County to support the planning, ongoing development and maintenance of culturally intelligent early years programming in early learning in EarlyON programming and licensed child cares across Northumberland County.

The EYCE, with the guidance of the Dnaagdawenmag Binnoojiiyag Child and Family Service team will use their experience and knowledge of Indigenous Culture to support the work of the Early Years Cultural Coordinator (EYCC) in enhancing early years programming that support Indigenous children and families. The EYCE will also provide culturally relevant programming to enhance EarlyON and licensed child care programs across the County.

The EYCE will work in partnership with the EYCC and the County Early Years team to develop and lead trainings, to develop culturally relevant educational resources and lend support to all educators in the early years and child care community, including non-Indigenous educators.

RESPONSIBILITIES

1. Cultural Programming & Support

- Support the EYCC in the development and sharing culturally relevant activities, stories, songs, and teachings.
- Support the inclusion of traditional knowledge and seasonal cycles in early learning



environments.

- Assist in creating culturally safe and welcoming spaces for children and families.
- Deliver programming on cultural practices and protocols within the Early Years programming and EarlyON Centres

2. Collaboration with Educators

- Work alongside early childhood educators to embed cultural perspectives into daily routines and curriculum.

3. Community & Family Engagement

- Build relationships with Elders, Knowledge Keepers, and families to support cultural learning.
- Facilitate opportunities for families to participate in cultural activities and decision-making.

4. Resource Development

- Create and maintain a collection of cultural materials and resources for use in early years programs.
- Support language revitalization efforts through storytelling, songs, and interactive learning.

5. Training & Mentorship

- Offer workshops or informal training to staff on cultural awareness and inclusion.
- Mentor educators in culturally responsive approaches to early childhood development.

6. Advocacy & Representation

- Advocate for the inclusion of cultural perspectives in early years policies and practices.
- Represent cultural interests in planning meetings, program development, and community initiatives.

Other Duties:

- Performs other duties as assigned.
- Maintain records and prepare reports as required.



POSITION REQUIREMENTS

Education and Experience Requirements:

- A post-secondary diploma in Early Childhood Education or equivalent combination of experience and education.
- Registered with the College of Early Childhood Educators would be an asset.
- Experience working in a coaching, mentoring, and/or training role.
- Experience delivering culturally relevant learning and development programs in a professional role.
- Experience working within Child Welfare and/or Indigenous Child-Wellbeing setting would be considered an asset.

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:

- Basic knowledge of the Ministry of Education's pedagogy and directives for the early learning and child care sector.
- A deep understanding of Indigenous culture and teachings, protocols, ceremonies.
- Knowledge of Indigenous culture and values including awareness of the First Nation Inuit and Métis Communities we service.
- Knowledge of the Child Care and Early Years Act, 2014, the Early Childhood Educators Act, The College of Early Childhood Educators "Code of Ethics and Standard of Practices".
- A solid understanding of the programs and services of the child care and support agencies in Northumberland County including a solid understanding of child care settings and EarlyON programs.
- A good working knowledge of community services within the Dnaagdawenmag Binnoojiiyag Child & Family Services catchment area and surrounding areas to assist in service provision.
- A solid understanding of and sensitivity to 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.

Ability Requirements:

- Excellent oral and written communication skills, including presentations, public speaking and report writing.
- Excellent organizational and time management skills.
- Strong multi-tasking and decision-making skills.
- Ability to work independently as well as a member of a team.



- Proficiency in computer programming, including Microsoft programming, and the ability to adapt to new systems.
- Strong attention to detail and ability to manage logistical details.
- Strong interpersonal skills and a demonstrated ability to form effective working relationships.
- Ability to work with mostly non-indigenous educators and provide culturally relevant resources and training opportunities

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.

WORKING CONDITIONS

- A working location with a hybrid work from home option is available, subject to initial and ongoing eligibility.
- Travel within the catchment area will be required from time to time.
- 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

STARTING SALARY RANGE

- Starting salary is \$61,148.11 - \$73,476.96- depending on qualifications and experience.

***PLEASE NOTE:** The full salary range is the total earning potential for this position. Increases are awarded based on your annual performance review.

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 supervisory references)
- Incomplete Applications will not be considered.



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Child & Family Services

EMPLOYMENT OPPORTUNITY

- 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.