



POSITION TITLE:	EARLY YEARS CULTURAL COORDINATOR (EYCC)
DEPARTMENT:	SUPPORT & CULTURAL SERVICES
REPORTS TO:	CULTURAL SERVICES SUPERVISOR
CLASSIFICATION:	ONE (1) FULL-TIME CONTRACT VACANCY (ONE YEAR) *WITH POSSIBILITY OF AN EXTENSION*
FULL SALARY RANGE:	\$66,360.84 - \$88,695.20*
LOCATION:	DURHAM COMMUNITY HUB/DURHAM REGIONAL OFFICE
POSTING DATE:	OCTOBER 16, 2026
CLOSING DATE:	NOVEMBER 1, 2026

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 POSITION:

The Early Years Cultural Coordinator (EYCC) will work with our agency partner, Durham Region Children's Services Division (CSD), to support the planning, ongoing development and maintenance of culturally intelligent early years programming in early learning for the EarlyON programming and licensed child care centres across Durham Region.

The EYCC, with the guidance of the Dnaagdawenmag Binnoojiiyag Child & Family Services team, will apply their experience and knowledge of Indigenous Culture to support the work in enhancing Early Years programming that support Indigenous children and families. The EYCC will lead in the 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, in collaboration with the ESD training specialist and the CSD team.

RESPONSIBILITIES

Cultural Programming & Curriculum Support

- Develop and implement culturally relevant activities for children ages 0–6.
- Integrate Indigenous knowledge, languages, and traditions into early years programming.
- Lead the development of the Language Resource Library and online training resources.



- Collaborate with educators to ensure cultural content aligns with developmental goals.
- Act as a cultural resource and provide guidance and information to ensure that cultural knowledge and practices are understood and maintained within early years programs.
- Work to promote cultural awareness and competency within early years programs, including licensed child care and EarlyON Child and Family Centres.

Community Engagement

- Build relationships with Elders, Knowledge Keepers, and families to support cultural learning.
- Organize community events, storytelling sessions, and Indigenous cultural celebrations.
- Act as a liaison between Early Years programs and the broader community, including the local First Nation.
- Connect Indigenous families to community and support resources.

Resource Development

- Create or source culturally appropriate materials (books, songs, crafts, etc.).
- Maintain a library of cultural resources for educators and families.
- Support the inclusion of traditional teachings and seasonal cycles.

Staff Training & Mentorship

- Provide training and recommendations to early learning professionals to ensure Indigenous cultural knowledge is integrated into early years programs, including licensed child care and EarlyON Child and Family Centres.
- Mentor educators on respectful and accurate cultural integration.
- Facilitate workshops or sharing circles on cultural topics.

Advocacy & Policy Support

- Advocate for culturally safe environments in Early Years settings.
- Contribute to policy development that supports Indigenous or multicultural early learning.
- Ensure programming aligns with Truth and Reconciliation Calls to Action (where applicable).

Monitoring & Evaluation

- Track participation and engagement in cultural activities within the applicable database, and prepare and maintain regular reports, analyses and statistics as required
- Collect feedback from families and staff to improve programming.
- Report on outcomes and impact of cultural initiatives.



Administration

- Provide occasional support to Dnaagdawenmag Binnoojiiyag Child & Family Services cultural services program and events.
- Engage and participate in regular cultural services team meetings and training opportunities.
- Ensure all program expenses are carried out in compliance with the agency's financial policy and guidelines.

Other Duties:

- Other duties as assigned.

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.
- 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.

Knowledge Requirements:

- 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, and 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 the Durham Region 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:

- 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.
- Must be willing to work flexible hours including weekends, evenings and holidays as required.

WORKING CONDITIONS

- A working location will be provided with a potential to work from home on occasion, subject to agency needs and 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 \$66,360.24 - \$79,967.64, 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 reviews.



Dnaagdawenmag Binnoojiiyag
Child & Family Services

EMPLOYMENT OPPORTUNITY

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 direct supervisory 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.