

Job Title: Director (Band Representation)

Organization: Zaag'idiwin Child and Family Services

Salary Range: \$110,200.00 - \$115,000.00 per year

Location: Saugeen First Nation, 6 Cameron Drive, Southampton, Ontario N0H 2L0

Job Type: Full-Time, Contract

About Zaag'idiwin Child and Family Services:

Zaag'idiwin Child and Family Services is a newly established organization dedicated to promoting the wellbeing of Saugeen First Nation children and families and operationalize Saugeen's child wellbeing law, *Zaag'idiwin*. Saugeen children and families are at the core of who we are - they are our most valuable resource. We believe it is our collective responsibility as Saugeen to care for one another. As we embark on this transformative journey, we are seeking an experienced leader to guide our organization into the future.

Position Summary:

The Director (Band Representation) provides strategic leadership and oversight to Band Representatives at Zaag'idiwin Child and Family Services, ensuring culturally appropriate advocacy for Saugeen First Nation. In this role, you will lead Saugeen's representation in legal proceedings and collaborate with internal and external stakeholders to develop and implement policies and practices aligned with Saugeen's cultural values, traditions, and laws. You will also mentor and manage your team, foster strong community and agency partnerships, and ensure compliance with provincial legislation while navigating complex legal and social frameworks.

Key Responsibilities:

Leadership & Oversight

- Provide strategic leadership and direction to Band Representatives, ensuring high-quality service delivery aligned with Zaag'idiwin's mission and Saugeen's cultural values.
- Allocate and manage workloads; recommend appointments and support professional development.

Court Advocacy & Representation

- Ensure Saugeen is effectively represented in court proceedings under *the Child, Youth and Family Services Act, 2017*.
- Develop strategies with legal counsel and caseworkers to address legal challenges and uphold culturally appropriate resolutions.

Policy Development & Implementation

- Develop, implement, and monitor policies and practices guiding Band Representation services to ensure legislative compliance and alignment with Saugeen's child wellbeing law.

Stakeholder Engagement

- Build and maintain strong relationships with external partners and represent Zaag'idiwin Child and Family Services on internal and external committees.

Team Management & Reporting

- Mentor and supervise Band Representatives, conduct performance evaluations, and maintain accurate documentation and reporting of case outcomes and service metrics.

Qualifications:

Education & Experience

- Bachelor's degree or diploma in Social Services or a related field.
- 5-7 years in a managerial or supervisory role, preferably in community-based settings with First Nations, Inuit, and Métis (FNIM) communities.

Knowledge & Skills

- Deep understanding of Indigenous knowledge systems, particularly Anishinaabe practices and traditions.
- Familiarity with local, regional, and provincial Indigenous and non-Indigenous services.
- Knowledge of Child Welfare legislation and standards (e.g., *An Act Respecting First Nations, Inuit and Métis children, Youth and Families, SC 2019* and the *Child, Youth and Family Services Act, 2017*, and related mandates).
- Ability to interpret and apply legislation, conduct research, and analyze complex cases.
- Strong negotiation, advocacy, and written/verbal communication skills for court appearances and stakeholder engagement.
- Proficiency in computer applications and experience with alternative dispute resolution, family conferencing, and multidisciplinary case management.

Personal Attributes & Other Requirements

- Excellent leadership, communication, and conflict resolution skills, with a proactive, reliable, and professional demeanor.
- Commitment to Indigenous culture, values, and traditions.
- Valid Class 'G' Ontario Driver's Licence with access to a reliable vehicle; candidates must pass a Criminal Record Check and Vulnerable Sector Check.

Equal Opportunity & Preference:

Zaag'idiwin Child and Family Services promotes equal employment opportunities. Preference will be given to candidates who identify as Indigenous, particularly those who are members of Saugeen First Nation, in alignment with the needs of the communities we serve

How to Apply:

Interested candidates are invited to submit their resume and a cover letter detailing their qualifications and vision for the role. Please ensure that your application highlights how your experience aligns with the Key Responsibilities & Qualifications.

Submit your application via email or post, **by 11:59 p.m. April 18th, 2025** to:

Candice Ruhl, Human Resources Manager

Governance Building, Saugeen First Nation
6 Cameron Drive, Southampton, Ontario N0H 2L0
candice.ruhl@saugeen.org