

Job Title: Director (Cultural Support)

Organization: Zaag'idiwin - Ngodoodegizwin Dibendaagizwin Naaknigewin

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 - Ngodoodegizwin Dibendaagizwin Naaknigewin:

Zaag'idiwin - Ngodoodegizwin Dibendaagizwin Naaknigewin ("**Zaag'idiwin Naaknigewin**") 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 (Cultural Support) provides strategic leadership, oversight, and management of programs and services delivered through Zaag'idiwin Naaknigewin. This role plays a critical part in ensuring that all services are rooted in Anishinaabe traditional knowledge, teachings, and cultural protocols, while addressing the unique needs of families and children within the Saugeen community.

This position involves designing, implementing, and overseeing culturally relevant programs and Minog'aawaso (prevention) initiatives that strengthen family and community ties, promote healing, and uphold Saugeen's caregiving values. The Director will also mentor and manage staff, build strong partnerships, and ensure compliance with organizational and regulatory standards.

Key Responsibilities:

Leadership & Strategic Oversight

- Provide vision, leadership, and direction, ensuring alignment with Zaag'idiwin Naaknigewin's mission and principles.
- Lead and mentor a multidisciplinary team, fostering professional growth, cultural competency, and collaboration.
- Work closely with the Executive Director and leadership team to integrate Saugeen's cultural principles into organizational strategy and practices.

Program & Service Delivery

- Oversee the development, implementation, and evaluation of cultural programs.
- Promote cultural and traditional learning opportunities, parenting supports, and elder involvement to strengthen family and community bonds.

Collaborative Practice

- Work closely with the Elders' Circle to ensure programs reflect Saugeen values and cultural practices.

- Build and maintain partnerships with local, regional, and provincial Indigenous and non-Indigenous organizations to expand access to resources.
- Foster multidisciplinary collaboration among internal staff, external agencies, and community members.
- Serve as a liaison between Zaag'idiwin Naaknigewin, Saugeen leadership, and community stakeholders.

Community Development

- Promote community engagement and awareness through education, outreach, and advocacy.
- Support Saugeen's collective responsibility to nurture and protect children and youth.
- Represent Zaag'idiwin Naaknigewin at community events, forums, and external committees.

Quality Management & Risk Management

- Establish and monitor performance metrics to evaluate the effectiveness of programs and services.
- Use evidence-based reporting and community feedback to improve service delivery.

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

- Extensive knowledge of Anishinaabe teachings, cultural protocols, 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 Naaknigewin 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
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