



EMPLOYMENT OPPORTUNITY

Social Cultural Resource & Family Finder

Department: Social Services

Posting Date: July 26, 2024

Location: Nipissing First Nation, ON

Schedule: Standard Work Week/35hrs

Job type: Fulltime/Permanent

Vacancies: 1

Reports To: Director of Social Services

Starting Salary: \$54,108.60

What you'll do in the role

- Collaborate with community elders, cultural leaders, and Social Services team members to ensure an accurate representation and interpretation of Nipissing First Nation culture is infused into programs.
- Develop and implement strategies for the revitalization and transmission of traditional cultural practices to future generations.
- At the request of manager, support community events, workshops, and educational programs focused on cultural preservation and genealogical research.
- Foster partnerships with other Indigenous organizations and government agencies to enhance resources and support for our community.
- Serve as a liaison between the Nipissing First Nation Band Representative program and CAS or CYFSA when supporting families through cultural and genealogical inquiries.
- Conduct genealogical research to trace family connections within Nipissing First Nation.
- Utilize archival records, oral histories, and other resources to build comprehensive family trees and understand familial relationships.
- Represent Nipissing First Nation in both internal and external committee memberships as deemed appropriate.
- Collect and maintain detailed records of cultural resources, genealogical research findings and community interactions.
- Prepare reports, presentations, and publications to share findings and engage stakeholders.
- Ensure compliance with relevant laws, regulations, and ethical guidelines related to Nipissing First Nation, culture heritage and genealogical research.
- Provide cultural support to the Social Services team and programs.
- Coordinate cultural and ceremonial activities for the children, youth, families and community members with Social team.
- Work with Program staff to increase culturally appropriate service delivery in family transition and child-in-care support.
- Research the number of Nipissing First Nation's children in care and/or have been adopted, including researching families disconnected through the 60s Scoop.



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- Help connect community members seeking to offer their homes as kin care and customary care placements for Nipissing First Nation's children who may require placement outside of their home.
- Connect children in care with their traditions, ceremonies, kin networks, and the land through land based and cultural teachings that are intergenerational.
- Conduct interviews with the child and youth, the referral source, the caregiver(s), initially identify relatives (kin and kith) and other identified individuals.

Just a few reasons to join Nipissing First Nation

- Opportunity to work with a dynamic team with career growth across multiple departments.
- Nipissing First Nation prides itself in providing its employees with job security, competitive wages, and a safe working environment.
- On-the-job training to support your success in the role.
- A defined contribution pension plan
- Comprehensive Health Plan including Medical, Dental, Vision, Life and Disability insurance.
- Casual dress
- Better than average vacation and leave packages.

What you bring to the table

- Respect for Indigenous culture and willingness to learn Ojibwe.
- Must have a Diploma in Social Work and/or Indigenous Studies.
- Must have 3 years work experience in social and/or cultural services related to social work.
- Must have a Valid Ontario Driver's License.
- Must provide a clear Criminal Reference Check (CPIC) and Vulnerable Sector Check, and Child Welfare Check.
- Must be able to maintain confidentiality.
- Experience conducting genealogical research an asset.
- Demonstrated knowledge of Anishinaabe culture, traditions, and histories, with a particular focus on Nipissing First Nation.
- Knowledge of Child Welfare systems and experience with Indigenous families impacted by colonial child welfare systems.
- Strong knowledge and awareness of Indigenous culture and history, with emphasis on family violence, child welfare, the impacts of trauma, Indigenous youth engagement and community outreach.
- Knowledge of Nipissing First Nation community, culture, and social services.
- Knowledge and experience working with Indigenous children, youth and families in a healing and wellness capacity.
- Knowledge of Medicine Wheel concepts.



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- Facilitating in Circle experience.
- Speaker of the Anishinaabe language(s) will be considered an asset.
- Self-motivated individual with the ability to work with minimal supervision in a team-oriented setting.
- Must possess strong organizational skills and ability to meet deadlines.
- Excellent case and file management skills, stress management and time management skills.
- Must have the ability to engage people to build trust and rapport; effective verbal and listening communication skills.
- Strength based problem solving and takes initiative.
- Essential computer competencies (Email, cell phone, Office 365, Teams)
- Ability to work flexible hours, including evenings and/or weekends to support program and community needs.

APPLICATION DEADLINES:

Nipissing First Nation adheres to the following process for our recruitment practices.

Closing August 9, 2024 - 1st Round

- Opportunities are open to all registered Nipissing First Nation members. Please advise your status in your application
- Applicants who are considered Round 2 will not be considered, regardless of when the application is received.
- If no suitable candidate is found, the process will proceed to Round Two.

Closing August 16, 2024 - 2nd Round

- Opportunities are open to spouses and children of registered Nipissing First Nation members and registered members of other First Nations. Please advise your status in your application.

*If you are excited by this opportunity and want to be a part of Nipissing First Nation, please **apply online by emailing your cover letter and resume to resumes@nfn.ca no later than 4:30pm** on the application deadline noted above.*

Are you a member of NFN? If so, please read below:

- ✓ Nipissing First Nation supports the training and growth of their members and strongly encourages their members to apply to positions.
- ✓ Work experience and training opportunities are taken into consideration when screening applications.
- ✓ Nipissing First Nation members are encouraged to apply to all rounds of employment postings.
- ✓ As per Section 24(1)(a) of the Ontario Human Rights Code, Nipissing First Nation gives preference to First Nation applicants for any employment opportunities.

Miigwech to all applicants for their interest; however, only those selected for an interview will be contacted.