



Job Opportunity

Culture and Language Shkaabewis



Department:	Culture and Language
Posting Date:	April 10, 2026
Location:	Garden Village, Nipissing First Nation
Schedule:	35 Hours weekly
Job type:	Full Time/Permanent
Vacancies:	One (1)
Reports To:	Culture and Language Manager
Starting Salary Range:	\$46,719.40 - \$50,541.40

The Culture & Language Shkaabewis supports the Culture & Language Department in delivering cultural teachings, language revitalization initiatives, community programming, and cultural events that strengthen Nipissing First Nation identity, language, and traditional knowledge. This role works closely with Knowledge Keepers, staff, and community members to support both indoor and land-based cultural programming.

What You'll Do in the Role

- Assist in the delivery of cultural teachings and programs
- Prepare materials, supplies, and program spaces
- Support cultural activities including drumming, crafts, and language sessions
- Assist Knowledge Keepers and staff during programming
- Maintain program spaces and cultural resources
- Participate in land-based cultural learning and seasonal activities
- Support harvesting, outdoor teachings, and ceremonies
- Assist with setup and logistics for outdoor programming
- Follow cultural protocols and safety procedures
- Support cultural awareness and language revitalization initiatives
- Assist with community events, school programs, and workshops
- Help connect community members with Knowledge Keepers and resources
- Represent the department at events and collaborations as required
- Maintain attendance logs and activity documentation
- Support program reporting and preparation of materials
- Report incidents or concerns to the Manager
- Perform other duties as assigned

Reasons to Join Nipissing First Nation

At NFN, we don't just offer a job, we offer a purpose-filled career in service to our community. Our workplace is one where learning is encouraged, growth is supported, and our culture is celebrated.

- ✓ Work with a passionate team rooted in community values
- ✓ Be part of an inclusive, supportive work culture
- ✓ Competitive salary and defined contribution pension plan
- ✓ Comprehensive benefits package – medical, dental, vision, life, and disability



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- ✓ Business Casual dress and modern workplace practices
- ✓ Training, mentorship, and ongoing development opportunities

Vacation Time:

Start with three (3) weeks of vacation, plus enjoy a two (2) week paid office closure over the December holiday season – giving you time to rest, reset, and reconnect.

Additional Leave:

We offer better-than-average leave benefits to support your health, wellness, and work-life balance.

What You Bring to the Table

- Diploma or certificate in Indigenous Studies, Social Services, or related field; or equivalent cultural experience.
- Must Have Basic cultural safety and practice; Experience supporting cultural teachings and land-based activities Knowledge of Anishinaabe worldviews, teachings, and cultural protocols Ability to work respectfully with Elders and Knowledge Keepers.
- Candidates must be able to meet the physical demands of the role
- A strong respect for Anishinaabe culture, teachings, and traditional knowledge
- A genuine commitment to language revitalization and community healing
- Experience or willingness to learn and support land-based cultural activities.
- The ability to work respectfully with Elders, Knowledge Keepers, and community members.
- Strong teamwork skills with the ability to also work independently.
- A positive, flexible, and community-focused attitude
- Effective communication skills and cultural sensitivity in all interactions
- Physical ability and willingness to participate in outdoor and hands-on programming.
- Reliability, professionalism, and respect for confidentiality
- A continuous learning mindset, especially in language and cultural teachings

Application Deadlines and How to Apply

Nipissing First Nation follows a structured and fair hiring process. Please identify your eligibility clearly in your application.

<p style="text-align: center;">Round 1 – Closes April 24,2026 <i>Open to registered Nipissing First Nation (NFN) members only</i> Applications received by the Round 1 deadline will be screened at this stage.</p>
<p style="text-align: center;">Round 2 – Closes May 1,2026 <i>Open to registered NFN members, spouses and children of registered NFN members, and registered members of other First Nations.</i> If the position is not filled in Round 1, applications received by the Round 2 deadline, including any additional eligible Round 1 applicants, will be screened at this stage.</p>
<p style="text-align: center;">Round 3 – Closes May 8,2026 <i>Open to all qualified applicants.</i> If the position remains unfilled, applications received by the Round 3 deadline will be screened at this stage.</p>



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If you are excited by this opportunity and want to make a meaningful impact with Nipissing First Nation, please submit your **cover letter and resume** to:

 resumes@nfn.ca

 **Deadline: 4:00 p.m. on the date assigned to your eligibility round**

Are You a Member of NFN?

Nipissing First Nation is committed to increasing employment opportunities for our members and strongly encourages qualified NFN members to apply.

Applicants are expected to meet the essential qualifications identified in the posting. Transferable skills may be considered and reasonable on the job training may be provided where operationally appropriate. Positions requiring specific credentials, licenses, or regulated qualifications must be met at the time of application.

As permitted under Section 24(1)(a) of the Ontario Human Rights Code, preference will be given to First Nation applicants.

Interview Preparation Support for NFN Members and affiliates

For resume assistance or information about employment and training programs, please contact Thomas Lambert, Employment and Training Manager, at thomasl@nfn.ca or 705 753 2050 ext. 6985.

Nipissing First Nation also offers interview preparation support through the Human Resources Department for NFN members who are selected for an interview. Members who wish to access this support should indicate their interest when submitting their application. Participation in interview preparation does not influence the selection decision.

Miigwech~Thank you, to all applicants for your interest. Only those selected for an interview will be contacted.