



## Niijaansinaanik Child and Family Services

*Niijaansinaanik Child and Family Services is a provincially designated Child Well-Being Agency that provides Prevention and Protection, Child and Family services that reflect values, beliefs and principles rooted within the Anishinabek culture. We serve the communities of Wahnapiatae, Dokis, Henvey, Magnetawan, Shawanaga, and Wasauksing First Nations.*

### CULTURAL SERVICES SUPERVISOR CONTRACT - FULL-TIME – 15 MONTHS

Under the direction of the Manager of Cultural Services, the Cultural Services Supervisor is responsible for overseeing the Cultural Program staff in day-to-day activities, providing education and training to Agency staff, member communities, and external partners regarding cultural values, beliefs, traditions, and perspectives on individual, family, and community life. The Cultural Services Supervisor provides training to staff and develops client assessments and plans that adequately and appropriately incorporate cultural aspects into service delivery.

#### KEY JOB FUNCTIONS:

**Front Line Support and Supervision:** Supervise and oversee the day-to-day operations of the cultural service team by providing leadership, guidance, coaching, mentoring, support, and regular evaluation.

- Ensure the development of positive cultural services for children, families, and communities served
- Assess, plan, and evaluate all cultural programs
- Plan, organize, make decisions for, and monitor all cultural activities to ensure consistency with the Agency's vision and mission
- Provide monthly supervision with staff
- Provide orientation and culturally based training to staff to assure they acquire the appropriate knowledge and skills to perform the functions of their positions

**Leadership in Cultural Services:** Create a work environment that supports the achievement of the Agency's vision and mission and promotes excellence in direct practice.

- Develop a supportive and caring work environment to encourage staff to be engaged, involved, and invested in their work
- Demonstrate effective leadership to enhance staff performance in the successful achievement of Agency and Service objectives
- Organize and assist the Cultural Manager in conducting regular meetings to enhance planning, monitoring, problem-solving, education, transfer of learning, and Service and Agency development

#### Qualifications

##### Minimum Education & Experience

- Bachelor of Social Work or Native Studies degree preferred
- Willing to consider a college diploma in Social Services or Native Studies
- Three (3) years experience in a social services organization developing and delivering cultural programs and services; Experience working with Aboriginal people, organizations, and communities

##### Knowledge Requirements

- Knowledge of Niijaansinaanik Child and Family Services programs and services
- Respect for, sensitivity towards as well as knowledge and understanding of Anishnawbek culture, traditions, and the Seven Grandfather Teachings
- Knowledge of First Nation service delivery, customs, and traditions in responding to child welfare

##### Other Requirements

- Must be willing to provide own vehicle for use on the job, and have the ability to travel, and a Class 'G' Ontario Driver's License
- Must provide a clear Police Records Check – Vulnerable Sector
- Must have \$1M auto insurance liability coverage
- Must provide an acceptable three-year uncertified Driver's Abstract

##### Work Site Location:

- North Bay – Couchie Office

Niijaansinaanik is committed to providing a barrier-free work environment in accordance with the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code. Accommodations are available upon request for candidates taking part in the recruitment process. Please submit your resume and cover letter along with three work related references to:

Bonnie Reid, Director of Human Resources  
Niijaansinaanik Child and Family Services  
940A Main Street, Dokis First Nation, ON P0M 2N1  
Email to: [careers@nijcfs.com](mailto:careers@nijcfs.com)

The application deadline is: January 25, 2023, at 4:00 p.m.

Preference will be given to applicants of Native ancestry, please self-identify.

We thank all those applicants for their interest, however, only those selected for an interview will be contacted.

For a more detailed job description, please contact  
Human Resources at [careers@nijcfs.com](mailto:careers@nijcfs.com)