



# EMPLOYMENT OPPORTUNITY

## Cultural Advisor

various contracts

### About FNTI (First Nations Technical Institute)

Since establishment in 1985, over 4000 students have graduated successfully from FNTI with certificates, diplomas and degrees, granted in partnership with Ontario's Colleges and Universities. An Indigenous post-secondary institution, FNTI offers programs targeted at Indigenous learners across a wide range of post-secondary disciplines. FNTI is seeking Cultural Advisors and would like to welcome interested applicants to apply to current and future contract opportunities in our Early Childhood Education (ECE), Mental Health and Addiction (MHA), Social Service Worker (SSW), Personal Support Worker (PSW), and Practical Nursing (PN) programs.

### Job Summary:

Under the direction of Academic Dean, the Cultural Advisor has a key role in providing and mentoring teaching, knowledge dissemination, and cultural support for our learners. The incumbent will mentor as well through co-supporting and co-advising administration, coordination, research and community engagement. The Cultural Advisor will focus on these roles while always ensuring Indigenous Knowledge is a priority throughout the programs. The Cultural Advisor will support the strategic priorities of the institute while adhering to the Values, Mission and Vision.

### Key Responsibilities:

#### 1. Teaching and Knowledge Dissemination

- Provide guidance and mentorship to learners within a culturally-inclusive framework.
- Incorporate Indigenous cultural practices and perspectives into program delivery and classroom discussions.
- Collaboratively work towards achieving all learning outcomes (vocational, course, and Indigenous) using appropriate cultural teaching methodologies.
- Organize and facilitate workshops and seminars centered on Indigenous knowledge, traditional practices, and cultural sensitivity.
- Cooperate with fellow faculty members to integrate Indigenous perspectives throughout the curriculum.

#### 2. Learner Support/Indigenous Knowledge Dissemination

- Offer support to learners through Indigenous healing practices and traditional ceremonies.
- Facilitate ceremonies and adhere to Indigenous protocols within the classroom to uphold the cultural framework (e.g., opening and closing ceremonies, smudging, circles, drumming, singing).
- Implement an Indigenous pedagogy within the learning environment.
- Provide learners with culturally-responsive support and guidance, tailored to their needs.
- Support and advise learners on personal and academic matters from an Indigenous cultural perspective.

#### 3. Administration and Coordination Duties

- Attend faculty meetings as necessary.
- Collaborate with academic staff and administrators to promote Indigenous education and cultural awareness within the institution.
- Assist in coordinating cultural events, guest speakers, and ceremonies.

#### 4. Research and Community Engagement

- Provide mentorship on Indigenous-focused curriculum and pedagogy, ensuring alignment with course learning outcomes and learner needs.
- Participate in Indigenous research activities within the institution.
- Build and maintain relationships with Indigenous communities, organizations, and other stakeholders.
- Other duties as required

**Qualifications:**

- Minimum of 5 years' experience in a similar role or a combination of Indigenous knowledge and teachings, training and experience which FNTI deems to be appropriate to the role.
- Experience with curriculum development or educational program planning is ideal, however, not necessary.
- Demonstrated experience in mentorship or counseling.
- A deep understanding of Indigenous cultural practices, languages, protocols, and traditions. Candidate must be able to identify their teachers and have a community that claims them, with respect to the teachings they are responsible for.
- Experience in an educational setting, ideally in a teaching capacity.
- Proficiency in conducting ceremonies and imparting Indigenous teachings.
- Familiarity with a diverse range of Indigenous communities.
- Excellent communication and interpersonal skills.
- Ability to collaborate effectively with students, faculty, staff, and community members.

**Other Knowledge, Skills and Abilities:**

- Advanced knowledge in the history and context of the Indigenous peoples in Canada, including the Truth and Reconciliation process and report
- Practical experience working with Indigenous communities in the areas of community development/social work or related fields
- Ability to teach from an Indigenous epistemology
- Committed to excellence in teaching and learning and to work within a team environment
- Excellent organizational skills and time management skills to meet tight deadlines
- Ability to use sound judgement and discretion
- Excellent problem-solving skills with ability to be resourceful
- Ability to perform in a complex, highly sensitive environment while maintaining the highest degree of confidentiality
- Engaging public speaking skills, active listening and facilitation skills
- Awareness of lateral violence caused by colonization and recognize lateral compassion as a path to heal Indigenous nations

All qualified applicants are welcome to apply, however FNTI provides preference to those applicants with Indigenous ancestry who self-identify.

*This staffing process will be used to establish a pool to fill temporary vacancies for the school year*

**Conditions of Employment:**

- Successful candidate must provide a satisfactory CPIC and vulnerable sector check
- Possession of a valid Class G driver's license
- Willing and able to work remotely, based on operational requirements
- Must be legally entitled to work in Canada

**Please forward cover letter, resume, and two references to:**  
 Samantha Souliere, HR Manager  
 Email: HR@fnti.net

FNTI is committed to creating an accessible and inclusive organization. In accordance with the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code (OHRC), applicants may request accommodation related to the protected grounds at any stage of the hiring process.

**Thank you for your interest with FNTI. Only those selected for an interview will be contacted.**