



Native Child and Family Services of Toronto

Cultural Resource Worker

Hours: 35 hrs/wk.

Range: \$22.92- \$37.42

Location: 30 College St., Toronto (various NCFST locations)

Position: Unionized

Classification: FT Contract (2-year with Benefits)

Summary:

Native Child and Family Services of Toronto is a child-centered, family focused, community driven organization built by the Indigenous community for the Indigenous community. The broad mandate of the agency requires a deep cultural grounding in the NCFST Service model- which was itself developed by leaders, knowledge keepers, and Elders through circles and ceremony. Implementing our service model and working to decolonize child welfare requires strong cultural supports on a daily basis.

The Cultural Resource Worker will provide Virtual and Land Based cultural guidance and supports to Indigenous children, youth and families, and the Agency staff who support them. They will work closely with the Senior Supervisor, Cultural Programs as part of a growing team. The Cultural Resource Worker will be primarily responsible for building relationships with Elders, Knowledge Keepers and other Cultural Teachers with the goal of expanding the Agency roster of external cultural supports and resources.

The Cultural Resource Worker will collaborate with other areas of the Agency to determine how they can best support the sharing of our traditional values, knowledge, ceremonies, traditions and practices when building and guiding staff in their work with our children, youth, families, community and partners. The successful candidate will be a recognized and respected member of the Indigenous community and is someone who has lived experience and a learned understanding of Aboriginal worldviews and our traditional teachings.

Primary Responsibilities:

- Organize, implement and facilitate cultural workshops, ceremonies, healing circles and gatherings for staff, families, care givers and community.
- Coordinate access to Elders, Knowledge Keepers and other to meet the needs of the Native Child and Family Services of Toronto community, children, youth, and families.
- Assist in the development and maintenance of a resource list of Elders, cultural knowledge keepers and other cultural supports/resources.
- Ensure that children and families receive appropriate cultural programming as requested.
- Act as a resource and provide information to ensure that cultural knowledge, practices and protocols are shared, understood and maintained.
- Participate in the ongoing development and implementation of policies, procedures and best practices that are supportive and inclusive of the rich Indigenous culture found on Turtle Island.
- Prepare and maintain regular reports, analyses and statistics as required.
- Perform other duties as required.

Qualifications, Knowledge, and Skills:



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KNOWLEDGE REQUIREMENTS:

- Lived experiences as an Indigenous person with the ability to transfer traditional knowledge and teachings, respecting the unique Cultural distinctions and variations found throughout Turtle Island.
- Extensive knowledge of the history and culture of Indigenous Peoples including First Nation, Métis and Inuit.
- Ability to work collaboratively in the preparation of Agency Ceremonies and/or events ensuring that appropriate Cultural protocols are honoured and respected.
- Engage, as a healthy member of the community, with a strong, demonstrated ability to work respectfully with our Elders/Knowledge Keepers, children, youth, families, Community members, students, caregivers, allies and partners.
- Respect for, and sensitivity towards, as well as knowledge and understanding of Indigenous Culture and People.
- Demonstrated skills in providing trauma-informed crises interventions using culturally-grounded modalities (Indigenous Tools for Living, Talking Circles, Ceremony, etc.).
- Clear understanding of intricacies and uniqueness of service delivery to Indigenous People within a holistic Child Wellbeing Agency.
- Knowledge of NCFST programs and services.
- Experience in a social services organization, developing and delivering cultural programs and services.
- Working knowledge of the Child, Youth & Family Services Act is preferred.

SPECIAL SKILLS & GIFTS

- Excellent facilitation skills, especially in a Cultural setting (i.e. talking circles, teachings, knowledge transfer, etc.).
- Excellent interpersonal skills that focus on relationship building.
- Excellent oral and written communication skills.
- Excellent conflict resolution skills.
- Ability and willingness to support both traditional and contemporary healing practices.
- Ability to display a positive and helpful attitude.
- Ability to use good judgment in assessing difficult situations.
- Ability to guide and support individuals in their desires and efforts to incorporate Indigenous values and traditions into their lives and practices.
- Ability to work with confidential and sensitive information.
- Knowledge of Traditional Medicines, planting, harvesting, and preparing for use in smudging, salves, or oils would be an asset.
- Knowledge of Traditional Hunting, Gathering and preparing of hides and other natural materials for use by Community would be an asset.
- Possess teachings and have the ability to conduct and lead Sweat Lodge Ceremony would be an asset.
- Fluency in any Indigenous language(s) would be an asset.

QUALIFICATIONS

- Experience working with Indigenous people, organizations and communities required.
- Post-secondary education in Indigenous Studies or similar would be preferred.
- Experience in a social services organization developing and delivering cultural programs and services would be considered an asset.



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- Must provide a Criminal Records Check deemed satisfactory by the employer upon offer of employment;
- Access to a vehicle and a Class 'G' Ontario Driver's License, is considered to be an asset

To apply, please provide:

- Cover letter outlining how you how meet the qualifications of the role.
- Current resume and include three work related references
- Proof of Vaccination. NCFST employees are required to be fully vaccinated against COVID-19, absent of a valid medical exemption or other reasonable consideration pursuant to the Human Rights Code of Ontario.
- As a multi-service urban Indigenous agency providing holistic, culture-based programs and services to Indigenous children, and families, NCFST will give priority to applicants who identify as First Nations, Inuit, Metis, and those with close affiliations.
- NCFST 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. As such, NCFST will make accommodations available to applicants with disabilities upon request during the recruitment process.

Closing Date: January 18, 2024

If you are interested in this job opportunity, please apply by clicking [APPLY HERE](#)

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