



INDIGENOUS CULTURAL ADVISOR

All candidates please submit **cover letter and resume** in confidence to Kathy Stinson, 101-749 Pandora Avenue, Victoria, BC, V8W 1N9 or email hire@coolaid.org . Please note, while we would like to connect with everyone interested in this position only applicants chosen for interviews will be contacted.

Job Title: Indigenous Cultural Advisor

Vacancy Status: Permanent

Benefits: Eligible for all employer paid benefits, including municipal pension plan, medical service plan, health and dental plans. Three (3) weeks' vacation per annum, plus sick and statutory holidays

Salary: \$60,167.00
Hours of Work: 40 hours per week
Days: Monday - Friday

Additional Information:

Cool Aid is committed to embracing and supporting Indigenous Cultural Practices. Due to the nature of the position only Indigenous applicants will be considered. Please self-identify in your application.

Job Summary

Cool Aid's strategic objectives to 'Support Cultural Safety and Diversity' and 'Expand Capacity to Serve Indigenous Clients' make up part of the 2018-2021 Strategic Plan. Our goal is to strengthen programming and most importantly, improve the experience for Indigenous individuals accessing Cool Aid services. To achieve this, we will ensure staff are properly trained and mentored to engage with Indigenous clients in a culturally appropriate way: that embracing and supporting Indigenous cultural practices becomes a natural part of Cool Aid's organizational culture.

The Indigenous Cultural Advisor will play an integral role in Cool Aid achieving the strategic objectives by informing practice, advancing system change, and developing lasting solutions. The Advisor will be a bridge between Cool Aid and Indigenous communities and organizations, will sensitize staff to Indigenous culture and practice, develop and deliver learning materials, and create a support network for Indigenous staff, volunteers, and Elders.

The Indigenous Cultural Advisor will incorporate the Truth and Reconciliation Commission Calls to Action and the United Nations Declaration of the Rights of Indigenous people in the development of all material and external communication.

Report is to the CEO.

Education

Bachelor Degree with an Indigenous specialization or Minor in Indigenous Studies compatible with Human Services, Social Sciences, Public Administration, Adult Learning or other related.

Experience

Three to five years related experience in facilitating, coaching, mentoring, training, and analyzing relevant internal systems.

Job Skills

- Demonstrated understanding of the Truth and Reconciliation Calls to Action
- Respectful and deep knowledge of the local First Nations and Indigenous communities
- Strong working knowledge of Indigenous organizations and communities
- Knowledge of all of the contact points of the local areas. As well as the organizational understanding of the First Nations Health Authority
- Critical understanding of decolonization, anti-Indigenous racism
- Exceptional facilitation skills to achieve goals and objectives
- Conversational, plain language writing skills
- Excellent communication skills including ability to train, facilitate, and influence others
- Strong analysis, critical thinking and problem solving abilities
- Ability to deal effectively with all levels of staff
- Requires skills to engage within divergent perspectives including Indigenous populations
- Ability to engage with a diversity of learning styles, educational levels, and motivational; issues around challenging areas
- Demonstrated understanding of cultural safety: an ongoing process of actively working to make services and systems safer and more equitable for Indigenous people
- Knowledge of First Nations cultures and backgrounds, and the understanding of how culture impacts on communication patterns, and attitudes and approaches.