



INDIGENOUS CULTURAL ADVISOR

Cool Aid employees are characterized by their compassion, professionalism and commitment. Whether we're providing shelter services, supporting tenants, or delivering health services to inner-city populations we are dedicated to improving the well-being and health of the people we serve. Our contributions and the quality of our services are due to the dedication of our employees.

Cool Aid's employees come from diverse backgrounds, and all walks of life; we are committed to equality and inclusion.

Please submit **cover letter and resume** in confidence to Kathy Stinson, 101-749 Pandora Avenue, Victoria, BC, V8W 1N9 or email kstinson@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 Summary

Reporting to the CEO the Indigenous Cultural Advisor is responsible for leading the development of educational initiatives to ensure services are provided in a culturally appropriate and safe way. The Indigenous Cultural Advisor will support and assist with capacity development for the *Priority One Team* and program, and will also help to identify gaps in services to support an active and ongoing response to Indigenous focused housing.

The Indigenous Cultural Advisor will develop, coach and facilitate curriculum required for the in-house training to improve cultural competencies.

The Advisor will be an important connection between Cool Aid and Indigenous communities and organizations.

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.

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

Job Skills

- Demonstrated knowledge and understanding of Indigenous culture and History in British Columbia and Canada.
- Knowledge of First Nations cultures and backgrounds, and the understanding of how culture impacts on communication patterns, and attitudes and approaches.
- Demonstrated ability to teach, coach and mentor at all levels of staff bringing an adult educational lens to all learning activities.
- Demonstrated knowledge of anti-oppressive and cultural sensitivity curriculum content.
- Strong working knowledge of specific Indigenous organizations and communities.
- Demonstrated ability to work with Aboriginal communities, and build positive mutually beneficial relationships.
- Demonstrated understanding of the Truth and Reconciliation Calls to Action.
- Knowledge of all of the contact points of the local areas.
- Critical understanding of decolonization, anti-Indigenous racism.
- Exceptional facilitation.
- Excellent written and verbal communication skills.
- Ability to deal effectively with all levels of staff.
- 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.