



miskanawah

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Miskanawah (meaning, 'many little paths' in Cree) is an Indigenous-led organization offering supportive services grounded in cultural traditions and teachings, and we believe children, youth and families thrive in a culturally responsive community.

Miskanawah recognizes our home fire as the heart of belonging and essential to building strong, resilient Indigenous communities. Founded on the principle of Wahkotiwini: living in relationship, Ka-pe-kiwehtahat (meaning, 'bringing them home' in Cree) is an extension of Miskanawah's community of care, where we envision our circle of relatives supporting Indigenous children, youth, families and single adults in building their home fire using traditional approaches to healing and wellness. Through the development of culturally grounded housing support services, Ka-pe-kiwehtahat seeks to increase access to affordable, safe housing options and prevent housing breakdown for Indigenous people in the Calgary community.

POSITION

Ka-pe-kiwehtahat: Cultural Team Lead

Program: Ka-pe-kiwehtahat

Reports to: Manager

Salary: \$60,000 - \$65,000

Location: Calgary, AB

Position Type: Full-Time

Hours: Monday to Friday (37.5 hours/week)

Position Summary:

The Ka-pe-kiwehtahat Cultural Team Lead is responsible for leadership and supervision of the Cultural Oskayapewis Team. This includes: building internal and external program relations (creating awareness of program offerings), developing internal processes and program protocols, in collaboration with Ka-pe-Kiwehtahat Team Lead, Program Manager, and the Miskanawah Cultural Team. The Cultural Team Lead will support onboarding and training, day to day oversight of program developmental operations, including culturally specific programming, and culturally appropriate program evaluation/outcomes reporting, in collaboration with Program Manager.

Core Competencies:

- Cultural Sensitivity
- Client Focus
- Adaptability
- Communication
- Resourcefulness
- Teamwork



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Job Responsibilities:

- Determine staffing requirements and oversee the hiring of Cultural Oskayapewis.
- Develop and maintain relationships with Elders and Knowledge Keepers.
- Support staff curiosity, learning and engagement with Indigenous culture and ceremony; promote staff connection with Elders, Knowledge Keepers and the Miskanawah Cultural Team.
- Coordinate and organize responsibilities through the Cultural Team, invoicing and payment schedule, and the development of consistent Elder practices across Miskanawah.
- Coordinate, purchase and harvest all cultural supplies, including tobacco, cloth and medicines.
- Conduct regular team meetings with Miskanawah's Cultural Team.
- Mentor, coach and supervise Ka-pe-Kiwehtahat Cultural Oskayapewis staff; offer ongoing performance feedback and staff development.
- Provide teachings, education, and training to build cultural capacity within Miskanawah staff.
- Report, track and monitor cultural activities and impact stories for agency and program Annual Reports.
- Responsible for managing the program cultural budget.
- Compile caseload statistics and prepare program and client reports where required.
- Maintain positive relationships with agency staff and community service providers.
- Create and maintain a positive, supportive and safe cultural learning environment for staff and program participants.
- Identify opportunities to enhance cultural support services, increasing positive outcomes for families, youth, singles and Elders.

Skills & Experience:

- Previous experience with Indigenous people and communities required
- Awareness of cultural support services within Miskanawah and the Calgary community, and a working knowledge of how to access culturally relevant healing opportunities.
- Experience helping individuals experiencing stressful situations
- Excellent oral communication skills required
- Knowledge of Housing First and Harm Reduction best practices an asset
- Experience working with the homeless population an asset
- Proficient computer skills required
- Skill in developing and maintaining community partnerships
- Act as a role model, showing positive interaction and problem solving
- Ability to exercise good judgment and maturity



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- Leadership and/or coaching experience an asset

Job Requirements:

- Diploma in a human service field with related experience
- Minimum 5 years of experience working with vulnerable persons
- Knowledge of and willingness to engage in Indigenous cultural traditions
- Ability to effectively communicate both verbally and in writing
- Ability to respond quickly in a dynamic and changing environment
- Ability to work individually as well as part of a team
- Valid Standard First Aid Certificate with CPR level C
- Current Police Security and Child Intervention Record checks with satisfactory results
- Suicide and Self-Harm Awareness Training
- Crisis Intervention Training
- Indigenous Awareness Training
- Diversity Training
- Harm Reduction and Naloxone Training
- Use of a reliable vehicle with \$2,000,000 liability, permission to carry passengers and business coverage on the vehicle
- Valid driver's license and a driver's abstract with minimal demerits

Work Conditions:

- Interaction with youth, employees, management, and the public at large
- Interaction with others under varying circumstances, including situations of a highly sensitive nature
- Attendance and participation in training
- Intermittent physical activity including walking, standing, sitting, and lifting
- Occasional overtime
- Working in a busy environment with frequent interruptions
- Flexible hours, including occasional evenings and weekends

We offer the opportunity to be part of a creative and positive work environment, a competitive salary, supports for professional development, opportunity for advancement, and the chance to be part of a team that supports children, youth and families to thrive within a culturally responsive community.

Please submit a cover letter and resume to careers@miskanawah.ca and reference **"Ka-pe-kiwehtahat Cultural Team Lead"** in the the subject line.