

Job Title	Cultural Worker
Organization	Zaag'idiwin Ngodooodegizwin Dibendaagizwin Naaknigewin
Reports To	Executive Director
Salary Range	\$65,000–\$75,000 annually
Location	9 Village Road, Southampton, Ontario N0H 2L0
Job Type	(1) Full-Time, Contract Position

About Zaag'idiwin Ngodooodegizwin Dibendaagizwin Naaknigewin Inc.

Zaag'idiwin is a newly established organization dedicated to promoting the wellbeing of Saugeen First Nation children and families and building capacity to operationalize Saugeen's child wellbeing law, Zaag'idiwin. Saugeen children and families are at the core of who we are – they are our most valuable resource. We believe it is our collective responsibility as Saugeen to care for one another.

Position Overview

The Cultural Worker is a key member of Zaag'idiwin, supporting the integration of Saugeen Anishinaabe culture, language, and traditions into all aspects of service delivery. This role is responsible for coordinating cultural programming, land-based activities, and ceremonies, while providing guidance and support to children, youth, families, and staff. Working closely with Elders, Knowledge Keepers, and community partners, the Cultural Worker strengthens cultural identity, healing, and community wellbeing.

Key Responsibilities

- Plan, coordinate, and deliver cultural programming, ceremonies, and events that reflect Saugeen Anishinaabe values and traditions.
- Support Elders, Knowledge Keepers, and cultural facilitators in providing teachings, ceremonies, and land-based learning opportunities.
- Provide cultural support and guidance to children, youth, families, and staff in both preventative and crisis situations.
- Accompany and support cultural activities such as land-based learning, ceremonies, harvesting, fishing, and boating.
- Assist in cultural protocol planning to ensure that events and services follow traditional practices.
- Build partnerships with schools, youth programs, and service providers to integrate cultural teachings.
- Promote community engagement by encouraging participation in cultural events and building cultural pride.
- Debrief and provide support to staff following critical incidents or crisis situations.
- Maintain respectful and confidential relationships with community members, Elders, and Knowledge Keepers.
- Other related duties as assigned to support the operational success of Zaag'idiwin Child and Family Services.

Qualifications

- Knowledge and understanding of Saugeen Anishinaabe traditions, language, and cultural practices.
- Knowledge of trauma-informed, land-based, and culturally grounded approaches.
- Experience facilitating or assisting with cultural workshops, ceremonies, or land-based activities.
- Experience supporting children, youth, and families in a community setting.
- Strong interpersonal and communication skills, with the ability to engage people of all ages.
- Ability to work collaboratively with Elders, Knowledge Keepers, staff, and community members.
- Ability to maintain cultural sensitivity, safety, and confidentiality.
- Willingness to work flexible and non-traditional hours, including emergencies, evenings, and weekends, to support organizational, community, and cultural events.
- Valid driver's license and access to reliable transportation.
- First Aid/CPR certification.
- Criminal Reference/Vulnerable Sector Check.

Working Conditions

- Work will take place in office environments, community spaces, and outdoor land-based settings.
- Exposure to a range of outdoor conditions during cultural activities and land-based programming.
- Occasional travel within Saugeen First Nation and surrounding areas.
- Participation in physical outdoor activities may be required.

Equal Opportunity & Preference

Zaag'idiwin promotes equal employment opportunities. Preference will be given to candidates who identify as Indigenous, particularly those who are members of Saugeen First Nation, in alignment with the needs of the communities we serve.

How to Apply

Interested candidates are invited to submit their **resume and cover letter**, in Word or PDF, to hr@zaagidiwin.ca.

Please include "Cultural Worker – [Your Name]" in the subject line.

Applications will be accepted **until 4:00 p.m. Friday, December 26, 2025.**

Zaag'idiwin Ngodoodegizwin Dibendaagizwin Naaknigewin
9 Village Road
Southampton, Ontario N0H 2L0