



HIAWATHA FIRST NATION EMPLOYMENT OPPORTUNITY

Job Number: 2026-03

Position Title: Cultural Coordinator Inini

Posting Type: Internal/External

Location: Hiawatha, ON

Duration: Full-time Permanent

Posting Closes/Deadline: January 21, 2026 at 11:59 pm

Tentative Interview Date: January 26-30, 2026

Salary Range: \$73,830-\$82,030 (35 hours/wk)

About Us:

Hiawatha is a vibrant First Nation community located on the beautiful north shore of Rice Lake. We are located approximately 20 minutes from Peterborough, ON and 45 minutes from Cobourg, ON. There are approximately 1050 registered citizens with approximately 245 residing in Hiawatha. In the summer months our population increases significantly. Hiawatha is an employer that prides itself on diversity and fairness, providing a progressive working environment that fosters culture, positivity and growth.

Position Summary:

In cooperation with the Cultural Coordinator Ikwe, the Cultural Coordinator Inini is responsible for the ongoing sourcing and development of cultural resources and Elders/Knowledge Keepers to assist the First Nation in delivering culturally intelligent services rooted in the culture, beliefs and values of HFN. The Cultural Coordinator Inini is also responsible for providing education and training about cultural practices, teachings, ceremonies and traditions to children, youth, families, caregivers, community members, HFN Council, staff, and other community service providers so they can implement their day-to-day practices. Responsibilities will focus on men's roles and traditional teachings, such as facilitating men's groups, providing male mentorship and other related duties. This position is responsible for leading and participating in cultural programming, including ceremonies and traditional activities designated for men as required by community practices and teachings.

Reporting:

This position will report to the Wellbeing Services Manager. This position will have no direct reports.

Main Responsibilities:

- ◆ Developing and delivering programs and activities that promote cultural awareness and overall wellbeing to Hiawatha Citizens of all ages, with particular focus on male-specific programming such as big drum activities for men and youth, men's sweat lodge ceremonies, men's teachings and circles, etc.
- ◆ Providing traditional teachings and ceremonies in a safe and acceptable environment to Citizens, staff, caregivers, community service providers and other community members as needed.
- ◆ Providing culturally based counselling to help individuals and families experiencing mental health and wellbeing crisis.
- ◆ Providing mentorship and support within men's groups and to youth promoting a holistic approach to well-being through cultural integration.
- ◆ Organizing, implementing and at times facilitating cultural workshops, events, ceremonies, healing circles and spiritual gatherings for HFN Council, staff and families including but not limited to Annual Traditional Powwow, Indigenous Day, Truth and Reconciliation Day, land-based learning, etc.
- ◆ Coordinating access to Elders, Knowledge Keepers and traditional healers to meet the needs of the community.
- ◆ Assisting in the development and maintenance of a resource list of Elders and Knowledge keepers and other cultural resources.

- ◆ Developing and delivering cultural awareness, safety, and competency.
- ◆ Acting as a resource and providing information to ensure that cultural knowledge and practices are understood and maintained.
- ◆ Participating in the ongoing development and implementation of policies, procedures and best practices related to Michi Saagiig Anishinaabe culture.
- ◆ Preparing and maintaining regular reports, analyses and statistics as required.
- ◆ Participating in the development of an overall service plan.
- ◆ Respect and honour the organizational values of HFN and comply with the organization's policies and procedures and relevant legislation.
- ◆ Other duties as assigned.

Requirements:

- ◆ Post-Secondary Degree in Indigenous Studies or another relevant degree and a minimum three years' relevant experience; or
- ◆ A combination of education, training or work experience which Hiawatha deems to be equivalent
- ◆ Must have lived experience and a learned understanding of Indigenous culture and traditional teachings
- ◆ A willingness to learn through mentorship, and enrollment in employer sponsored courses, workshops and trainings
- ◆ Must be able to participate in and lead cultural practices, ceremonies, and activities that are designated for men in accordance with the community's traditional teachings, thus role requires a male as this requirement is a bona fide occupational requirement tied to traditional cultural teachings
- ◆ Knowledge of Michi Saagiig culture/history an asset
- ◆ Knowledge of Anishinaabemowin an asset
- ◆ Must provide a clear CPIC with vulnerable sector
- ◆ Valid Driver's License

Knowledge, Skills and Abilities:

- ◆ Strong knowledge and awareness of Michi Saagiig Anishinaabe culture and Indigenous history
- ◆ Ability to provide services in ways that respect Anishinaabe cultural beliefs, values and teachings
- ◆ Demonstrated understanding of, and ability to participate in gender-specific cultural roles, responsibilities, and ceremonial protocols as
- ◆ Experience in group facilitation
- ◆ Experience in program planning
- ◆ Experience with developing and successfully executing work plans
- ◆ Experience with computer programs (i.e. Microsoft Office, email and internet, etc.)
- ◆ Experience with budget and financial management is preferred
- ◆ Well-developed interpersonal, public relations and relationship building skills
- ◆ Excellent communication (oral, electronic and written)

Behavioural Competencies:

- ◆ Must be an empathetic and non-judgmental person
- ◆ Must maintain strict confidentiality
- ◆ Be honest, respectful and trustworthy
- ◆ Be a team player
- ◆ Possess Anishinaabe cultural awareness and sensitivity
- ◆ Be creative and flexible
- ◆ Demonstrate sound work ethics (Reliability, Dedication, Self-Motivated)
- ◆ Demonstrate keen attention to detail
- ◆ Proven ability to work with people of diverse education, cultural and language backgrounds

Working Conditions:

- ◆ Interaction with employees, management, leadership and the community
- ◆ Extended periods of sitting
- ◆ Flexible work week including evenings and weekends

Application Process:

If you are interested in this opportunity and possess the above list of qualities and requirements, please forward your resume and cover letter via mail, email, or in person to:

By Mail: Hiawatha First Nation
 431 Hiawatha Line
 Hiawatha, ON
 K9J 0E6
 ATTN: Zachary Friar, HR Coordinator
By email: hr@hiawathafn.ca

For more information please contact Zachary Friar at (telephone) 705-295-4421 ext. 209 or (email) hr@hiawathafn.ca

To find out more about Hiawatha First Nation, please visit our website at www.hiawathafirstnation.com

- *The tentative interview date(s) are subject to change and are posted for planning purposes only*
- *Hiawatha is grateful for all who show interest in our First Nation and take the time to apply, however, only those chosen for an interview will be contacted*
- *Late applications will not be considered*
- *Hiawatha is an equal opportunity employer, as well, Hiawatha references Canada's Aboriginal Employment Preferences Policy*
- *Internal postings are for current staff and citizens of Hiawatha, Internal/External postings will give preference to internal applicants first*

We, the Mississaugi of Hiawatha First Nation, are a vibrant, proud, independent and healthy people balanced in the richness of our culture and traditional way of life.