



North End
**COMMUNITY
HEALTH CENTRE**

Internal/External Opportunity Brief

Position:	Indigenous Cultural Support Coordinator
Reports to:	Manager of Supported Housing
Location:	101 Yorkshire Avenue Extension, Dartmouth with some outreach/off-site activities
Pay Scale:	\$28.20/hr + benefits
Work Term:	1.0 FTE (37.5 hours/week), permanent
Deadline:	July 8, 2022
<i>This is a unionized position under NEGEU Local 102</i>	

***This posting is designated for Indigenous Peoples.** We ask applicants to self-identify and share any marginalized experiences they wish to share, as indicated below in our Diversity, Equity and Inclusion Commitment, in their application. Any disclosure or declaration of belonging in any of these equity groups will remain confidential.

About NECHC

The North End Community Health Centre (NECHC) was established in 1971 in response to an absence of primary health care and other health services in Halifax’s North End. Located on Gottingen Street, we are in the heart of a unique and culturally diverse community. Today, governed by the North End Community Health Association, the NECHC is viewed by area residents as a “beacon of hope” in the community. Much more than a Primary Care Clinic, the NECHC has expanded in response to unmet needs of community members and is highly-valued by its patients and clients and their families. NECHC provides services to those living on the margins of society, through MOSH, Housing First and a wide range of community outreach initiatives.

Vision

Strong community - healthy people.

Mission

We support health and well-being in our community through quality primary health care, education and advocacy in an environment in which people are treated with respect and dignity and there is equitable access to services and programs.

Values

Respect. Community. Compassion. Excellence. Innovation

Diversity, Equity and Inclusion Commitment

The North End Community Health Centre is committed to being an inclusive organization. We are working to ensure our organization represents the diverse people and communities we serve. Our position postings encourage members from the following communities to apply:

- 2SLGBTQIA++
- African Nova Scotian and/or people of African Descent
- Indigenous
- People with disabilities

- Language minorities
- People of Colour and/or racially visible minorities
- Immigrant and refugee
- Connected to the North End of Halifax

Job Purpose

The Indigenous Cultural Support Coordinator will provide holistic programming facilitation for participants, volunteers, and staff to learn about and connect with Indigenous culture, practices and heritage. Under the general direction of the Manager of Supported Housing, this position will work primarily with the Overlook harm reduction housing team and Overlook tenants, but will also engage in work across all housing programs to provide support, guidance and resources to clients, volunteers, and staff. The Indigenous Cultural Support Coordinator will also work to promote cultural awareness, safety and competency within the Housing department and NECHC community at large while promoting healing and reconciliation.

The Indigenous Cultural Support Coordinator will have the ability to work independently and within a team setting, while building successful working relationships with tenants, clients, community partners and organizations, maintaining the integrity, philosophy and values of the organization.

Goals

- To facilitate increased access to Indigenous culture and cultural knowledge within the Overlook and other supported housing projects from a perspective that promotes healing
- To foster connections to cultural knowledge and ways of being, both within our supported housing communities and with the broader community from a perspective that promotes reconciliation
- To collaborate with managers and teams to integrate, enhance and maintain traditional Indigenous perspectives in all aspects of programming

Direct Supports

- Facilitate talking, teaching, and healing circles, with a priority to services and supports for Indigenous tenants, clients and their relations
- Acquire, maintain and care for Indigenous education tools/resources such as language resources, history books, art, and traditional and sacred items
- Deliver traditional medicines' education such as teachings, care for and use, storage, medicine bags, growing/picking
- Deliver food education such as teachings on health benefits, harvesting, growing, preparing, storing
- Promotion of Indigenous language restoration

Coordination

- Connect with Elders and/or traditional resource people to conduct ceremonies as appropriate to the geographic areas and customs
- Support the planning of traditional dancing, singing, drumming, community and/or seasonal celebrations/feasts, traditional and social events
- Coordinate opportunities for land-based activities
- Provide space and opportunities for traditional arts & crafting

Planning and Networks

- Work with the Overlook staff in support of the development of culture-based plans that best support program and service design and provision for urban Indigenous individuals
- Work with local stakeholders within non-Indigenous community service organizations and institutions to promote cultural humility and awareness

- Create and maintain a trusted traditional Knowledge Keeper and/or Elder network
- To provide insight and support in the development of protocols and agreements with internal and external stakeholders as directed towards organizational cultural competency, safety and cultural sustainability

Education and Experience

- 1-3 years' experience in community-based or non-profit setting
- Extensive knowledge and understanding of Indigenous cultures and traditions
- Knowledge and experience with facilitation and coordination of Indigenous programming that fosters healing and supports individuals and communities to thrive
- Knowledge and/or network of Elders, Knowledge Keepers and Traditional Teachers
- Experience and comfort supporting individuals, group programming, families and communities to access cultural teachings, ceremony and develop plans for traditional healing
- Recent experience coordinating and facilitating cultural and land-based activities
- Experience in cultural and land based healing and aftercare support services is an asset

Additional Knowledge, Skills and Abilities

- Knowledge and experience working with marginalized populations experiencing homelessness, poverty, substance use, sex work, and other communities including African Nova Scotian, Indigenous, 2SLGBTQIA+ community
- Proven knowledge and ability in critical thinking, problem-solving, and conflict resolution and/or reconciliation
- Proven ability to work within a team environment with respect, sound judgement, cooperation, sensitivity
- Strong verbal and written communication skills
- Solid organizational abilities, including leadership, program development and time management
- Highly motivated, proactive and creative with the ability to be adaptive and resilient
- Ability to speak, understand and/or learn an Indigenous language is considered an asset
- Valid driver's license and the ability to travel is an asset

Working Environment

- Supportive, exciting and challenging environment
- Constant interaction with marginalized and vulnerable people, some reactive, aggressive or verbally abusive
- Moderate effort is required to perform this role indoors and outdoors including lifting, standing, reaching, sitting, pushing/pulling

How to Apply

Those interested in applying for this position should email a cover letter and resume to employment@nechc.com by July 8, 2022. We thank all applicants for their interest, only those selected for an interview will be contacted.

Please note that a vulnerable sector criminal record check is required for all NECHC employees working directly with clients, participants and patients, however we acknowledge that criminalization occurs disproportionately in some communities more than others, and a clear record is not required. Any items that come up on such a record check will be discussed confidentially during hiring.

Please note that as of **October 4, 2021**, all new hires will be required to provide proof of full vaccination as a condition of employment.