COWESSESS FIRST NATIONS #73
CHIEF RED BEAR CHILDREN'S LODGE

Job Opportunity

Cultural Connections Manager

Summary

Wage Range: $82,722.60-$107,515.20 per year *(commensurate with education and experience)*
Type: Permanent Full-Time
Details: 40 hours per week, Monday to Friday
Location: Cowessess First Nation and Regina, SK
Direct Supervisor: Director, Culture and Healing
Department: Culture

Who is Chief Red Bear Children's Lodge?

Through the organization Chief Red Bear Children's Lodge (CRBCL), Cowessess First Nation is the first Indigenous community in Canada to assert its jurisdiction over child welfare and family services under the Bill-C92 Canada Act. CRBCL is currently developing its operations in accordance with the Miyo Pimatisowin Act, which provides support for its children and families in a way that is rooted in traditional Indigenous values and cultural practices.

Job Description

Chief Red Bear Children's Lodge (CRBCL) is seeking a Cultural Connections Manager who will be responsible for the overall management and administration of the Cultural Connections team, including program planning, coordination, implementation, and monitoring, as well as work planning, resource allocation, and ongoing oversight of service delivery.

This role is essential in ensuring that the organization's programs and services are grounded in the values, traditions, beliefs, and cultural practices of the First Nations communities it serves. The Manager collaborates with internal departments to identify and coordinate culturally appropriate supports that reflect the needs, circumstances, and requests of children and families.

The position also involves consultation and collaboration with community members, including Elders, Knowledge Keepers, and other community departments, to strengthen cultural connections and ensure services are culturally relevant and responsive. Working closely with the team, the Cultural Connections Manager coordinates schedules, assigns responsibilities, and allocates appropriate resources to meet the cultural needs of Cowessess children and families.

Our ideal candidate will be an active participant in First Nations traditional ceremonies and events and will be a strong, positive role model within the community. You will be an advocate in fostering cultural practices within communities. To qualify for this position, you will possess the following:

Qualifications

Education and Experience

- An in-depth understanding of First Nations culture, traditions, values, and language is essential for this role.

- A Bachelor in Indigenous Studies, Social Work, Education, or other related field or an equivalent combination of education and experience.
- At least 5 years of experience working within Indigenous communities, preferably in child and family services or related fields.
- Knowledge of an Indigenous language (Cree/Saulteaux) is an asset.
- A clear understanding of the challenges faced by Indigenous children and families and a genuine desire to support their well-being and cultural preservation.
- Strong leadership and human resource management skills to inspire and guide a diverse team of professionals and support staff. Previous management experience is beneficial.
- Familiarity with trauma-informed care principles and their integration with cultural practices.
- Strong communication and interpersonal skills, with the ability to build relationships across diverse groups.
- Experience in program development, event coordination, or project management.
- Experience in community outreach, engagement, and cultural education is an asset.
- Good organizational, time management and prioritizing skills.

Skills & Abilities

- Ability to work collaboratively with community leaders, cultural experts, and external organizations.
- Able to work efficiently as a part of a team as well as independently.
- Willingness to adapt to the dynamic needs of the community and the organization
- Strong organizational skills and punctuality with the ability to multi-task.
- Effective problem-solving skills and adaptable in order to work productively under pressure in a changing environment.
- Ability to interpret and implement company policies and procedures.
- Valid driver's license and ability to travel to the Nation at least two times per week on a regular basis and more often (up to daily) during peak periods.

Benefits

- Employee benefits package is available to full-time and part-time employees that includes*:
    - Life Insurance
    - Accidental Death & Dismemberment (AD&D)
    - Health
    - Dental
    - Short-Term Disability
    - Long-Term Disability
    - Teladoc (Telehealth Services)
    - Best Doctor
    - Employee & Family Assistance Program (EFAP)

  *see Chief Red Bear Children's Lodge Benefits Summary for details

- Pension Plan with matched contributions from the Chief Red Bear Children's Lodge
- Paid Time Off
- Potential remote work
- Training workshops focused on indigenous practices and traditions

How to Apply

Visit our website at: https://redbearlodge.ca/careers/
Or email your application to: careers@redbearlodge.ca
Deadline: November 16, 2026

We appreciate all those who apply; however, preference will be given to those who self-identify as Indigenous and provide confirmation upon request. Only applicants selected for an interview will be contacted.