



EMPLOYMENT OPPORTUNITY

Cultural Educator – Tsi Niionkwarihò:ten (Maternity Leave Replacement)

KSCS is seeking a highly skilled & experienced Cultural Educator provides a range of primarily internal and specialized services to KSCS staff. In addition, the Tsi Niionkwarihò:ten Cultural Educator provides collaborations with external partners within the community.

The Cultural Educator prepares, facilitates, tracks, and evaluates language, culture, and traditional health and wellness events aligned to the KSCS Strategic Plan. The Cultural Educator will develop and deliver training to staff on Rotinonhsón:ni & Kanien'kehá:ka traditional knowledge and practices. As an active member of the Tsi Niionkwarihò:ten Team, the Cultural Educator will work collaboratively to create and implement additional programs to support the health and wellness of KSCS Staff and community

Required Education & Experience:

- Bachelors in Social Science, Indigenous Studies or related fields and one (1) to three (3) year's experience.
- OR
- Kanien'kehá:ka Tsi Niionkwarihò:ten cultural knowledge and three (3) to five (5) years' experience.
- OR
- High School Diploma with five (5) to ten (10) years' experience
- Good knowledge and understanding of the issues facing the community.
- Must possess a valid driver's license and have access to a vehicle.

Status: 18-month contract, with a 6-month probationary period.

Salary: Starting at \$33.68/hour.

Schedule: 35 hrs/week; must be willing to work flexible hours as necessary.

If you believe you possess all the requirements listed in the full job description for this position, and you wish to pursue a rewarding career with excellent benefits at KSCS, please forward your complete application to:

KSCS Human Resources at humanresources@kscskahnawake.ca. You must include a resume, letter of intent, along with your completed application form and required documents as specified within the application form. Full job descriptions are available at www.kscs.ca. Call 450-632-6880 for more info.

Deadline to apply is: Friday, January 9th, 2026, at 4:00 pm.

Please note That Preference Will Be Given To Haudenosaunee Applicants.

GENERAL INFORMATION	
Code: Job Title: Department: Date of job description: Job reports to:	Tsi Niionkwarihò:ten Program Cultural Educator Strategic Development Services October 2024 Team Leader of Tsi Niionkwarihò:ten Program

JOB DESCRIPTION SUMMARY
<p>Under the supervision of the Team Leader of Tsi Niionkwarihò:ten Program at KSCS the Tsi Niionkwarihò:ten Cultural Educator provides a range of primarily internal and specialized services to KSCS staff. In addition, the Tsi Niionkwarihò:ten Cultural Educator provides collaborations with external partners within the community.</p> <p>The Cultural Educator prepares, facilitates, tracks, and evaluates language, culture, and traditional health and wellness events aligned to the KSCS Strategic Plan. The Cultural Educator will develop and deliver training to staff on Rotinonhsón:ni & Kanien'kehá:ka traditional knowledge and practices. As an active member of the Tsi Niionkwarihò:ten Team, the Cultural Educator will work collaboratively to create and implement additional programs to support the health and wellness of KSCS Staff and community.</p> <p>Decisions based on significant analysis & interpretation within policy. Modifies methods, techniques & procedures to achieve results. Has full autonomy to deliver to predefined accountabilities. Technical output is trusted as accurate & sound.</p>

CORE RESPONSIBILITIES & DUTIES	
Core Responsibilities	Duties
Research, develops and implements Kanien'kehá:ka language and cultural training and education to KSCS Staff	<ul style="list-style-type: none"> ➤ Contributes to fulfilling area one of KSCS' Strategic Plan: Kanien'kehá:ka ways of Doings Things, by working with KSCS staff and community members to advance the goals. ➤ Researches and identifies Kanien'kehá:ka language and cultural training available in the community and with external partners. ➤ Develops, delivers, and communicates Tsi Niionkwarihò:ten based workshops to KSCS staff throughout the year, in collaboration with members knowledgeable of traditional and cultural practices. ➤ Participates in the ongoing Tsi Niionkwarihò:ten Onboarding Sessions to KSCS Staff on a regular basis and to service providers as needed. ➤ To positively encourage staff participation, to develop and maintain training resources and initiatives related to culture & language with employees of KSCS and external partners. ➤ Assists in the development and maintenance of a Tsi Niionkwarihò:ten Cultural Resource Library for KSCS staff to access. ➤ Participates in ongoing learning opportunities to share with KSCS Staff, partners, and the community. Coordinates land-based & other wellness activities to promote health & well-being. ➤ Will recommend ways to improve and facilitate the inclusion of traditional knowledge in the various departments of KSCS.
Project Management and Service Delivery	<ul style="list-style-type: none"> ➤ Creates and maintains a yearly workplan and activity schedule, based on the Cycle of Ceremonies to implement the Tsi Niionkwarihò:ten program, focusing on delivery to internal KSCS Staff. ➤ Organizes and schedules the activities required and implement them into the Tsi Niionkwarihò:ten program.

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	<ul style="list-style-type: none"> ➤ Determines feasible schedule and budgetary requirements for the program and present to the Tsi Niionkwarihò:ten Team Leader for review and approval. ➤ Conducts Kanien'kéha language translation, if possible, in conjunction with the Tsi Niionkwarihò:ten Team. ➤ Assists in designing the Tsi Niionkwarihò:ten Program and any associate programming. ➤ To provide feedback on accountability processes, policies, and procedures that affect Tsi Niionkwarihò:ten program at KSCS. ➤ Participates in committees and working groups that directly or indirectly require Tsi Niionkwarihò:ten worldview. ➤ Participates in Tsi Niionkwarihò:ten Committee and Tsi Niionkwarihò:ten Team meetings as required to update on progress of the program and activities. ➤ Coordinates/assists supporting all aspects of cultural knowledge transfer and planning within KSCS and works on projects such as the land-based healing program, mentorship program, and traditional wellness support. ➤ Outreaches to Kanien'kéha translators and more fluent educators and speakers when needed. ➤ Maintains working relationship with the Tewahará:tat Tsi Niionkwarihò:ten Community Network to further encourage education and awareness activities for community members. ➤ Assists in the development and maintenance of a resource list of cultural people, resources, and other Elders/ knowledge keepers in Kahnawà:ke or in our Rotinonhsón:ni communities. ➤ Maintaining networking relationships with local Longhouses, Cultural Center, MCK Language and Culture Program & Committee and any other culturally relevant resources.
Evaluates and Reports	<ul style="list-style-type: none"> ➤ Evaluate training course feedback and activity reports to identify trends and implement follow up training, course material redesign, or additional information as needed. ➤ Conducts projects evaluations, and drafts final reports ➤ Prepares and writes project and progress reports and provides updates to the Tsi Niionkwarihò:ten Team Leader, as required. ➤ Determines any interventions needed and reduce any obstacles that may slow program progress. ➤ Tracks activities via Tsi Niionkwarihò:ten data collection tool to assist in the final reports and program development.
Performs any other job-related duties as may be required by the immediate supervisor	

COMMUNICATIONS	
Team Work:	➤ Frequently requires a level of collaboration and cooperation to get work or projects complete.
Advising:	➤ Frequently provides information to stakeholders or the community that must be understood and explained.
Training:	➤ Frequently trains or gives information to stakeholders or community.

ENVIRONMENTAL FACTORS	
Types of Schedule:	➤ Regular work week, occasional flex required.
Stress Factor:	➤ Moderate stress (some periods of high stress).
Deadlines:	➤ Some tight deadlines (unplanned).

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ACCOUNTABILITY	
	<ul style="list-style-type: none"> ➤ To provide services in a manner consistent with the terms and conditions of the employment agreement, the personnel policies, standard operating procedures and directives. ➤ To provide efficient and on time service and support to the staff and management of KSCS. ➤ To maintain confidentiality practices. ➤ To ensure that proficient technical related services are provided by the project team. ➤ To ensure that projects are conceived, designed, implemented and monitored in conformity with principles and practices associated within the standards of operations. ➤ Determines project priorities, schedules, labour and miscellaneous resources required to meet objectives. ➤ Determines best method of execution for projects. ➤ Determines accuracy and completeness of technical reports and plans. ➤ To ensure project budgets are within budget restraints. ➤ To deal with internal and external clients in a tactful, discrete and courteous manner;

QUALIFICATIONS	
Education and Experience	<ul style="list-style-type: none"> ➤ Bachelors in Social Science, Indigenous Studies or related fields and one (1) to three (3) year's experience. OR ➤ Kanienkehá:ka Tsi niionkwariho:ten cultural knowledge and three (3) to five (5) years' experience. OR ➤ High School Diploma with five (5) to ten (10) years' experience
Skills and Requirements	<ul style="list-style-type: none"> ➤ Kanien'kehá:ka candidate required ➤ Strong knowledge of traditional Rotinonhsón:ni teachings & committed to helping staff within this framework ➤ Ability to teach Rotinonhsón:ni ceremonies and traditional knowledge. ➤ Strong knowledge of the community of Kahnawà:ke ➤ Strong knowledge of historical knowledge related to Indigenous peoples in Canada, and intergenerational trauma ➤ Strong knowledge of KSCS policies, plans, procedures, services, operations, and populations served ➤ Ability to organize projects using a Rotinonhsón:ni approach. ➤ Ability to participate in Kanien'kéha language instruction to KSCS staff ➤ Ability to positively motivate employees to learn Kanien'kéha language and culture ➤ Strong project management knowledge & skills ➤ Strong interpersonal skills including the ability to work respectfully, positively, professionally, and collaboratively with team members ➤ Has moderate public speaking skills ➤ Ability to work collaboratively with other programs, staff, departments, and community ➤ Effective problem solving and analytical skills ➤ Good computer skills (Microsoft Word, Outlook, Excel, Database). ➤ Ability to manage multiple projects/assignments ➤ A valid driver's license and access to a vehicle is a requirement as some travel is required ➤ Able to work flexible hours when required ➤ Lifestyle must reflect that of a positive role model
Assets	<ul style="list-style-type: none"> ➤ Ability to teach Kanien'kéha language ➤ Knowledge of trauma-informed practices

Immediate Supervisor

Incumbent

Date

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