



# Employment Opportunity

## čepθ - Cultural Support Worker Casual Status

### Position Summary

Job Type:	Casual on call from September to June each year on the school calendar
Hours of Work:	8:45 am – 3:15 pm, Monday to Friday (including 30 min. paid lunch break)
Reporting to:	Director of Education
Department:	Education
Remuneration:	Negotiable based on qualifications

Reporting to the Director of Education at Tla'amin Nation, this position is based on being available for **casual on call employment** to cover absences for permanent čepθ Cultural Support Workers in schools in the qathet region. This position works collaboratively with school leadership and staff to create a safe and welcoming school environment for Indigenous students and provide cultural enhancement experiences to students in classrooms, gatherings, at lunch, and after school. A key responsibility of the position is to be a liaison between the school and the home and provide general supervision and support to all Indigenous students to make their educational experiences more successful, meaningful, and worthwhile.

The spirit of this position is captured in the word čepθ which is the ʔayʔajuθəm word for uncle/auntie. It speaks to the supportive relationship which is at the heart of this position. čepθ is meant to capture the essence that each uncle or auntie has their own unique gifts and talents to share with the child but is grounded in a deep care and interest in the child's holistic well-being. čepθ implies a relationship with the family, community, and culture. In many Indigenous cultures, a čepθ is one of the most meaningful relationships a child will have and is foundational to their success as they become adults.

### Key Responsibilities

Key responsibilities of the čepθ (Cultural Support Worker) include but are not limited to the following:

- Greeting students as they arrive each morning
- Doing a daily check-in with Indigenous students and providing needed support for students to be ready for the day's learning.
- Developing trust relationships with Indigenous students in their school(s).
- Tracking Indigenous student attendance and doing "care calls" home or visits when students are absent or appear to be struggling.
- Being a contact for Indigenous families about to the school experience of students.
- Establishing positive, appropriate, and productive relationships with students and their families.
- Supporting teacher and administrator relationships with Indigenous students and their families.

- Collaborating with the Nation’s Student Success and Wellness Caseworker, and other relevant staff, to establish needed supports for specific students.
- Encouraging and supporting Indigenous students to participate in school activities, including extracurriculars and sports.
- Planning and facilitating learning opportunities and programs during student lunch hour and after school specifically designed for Indigenous students (but which may be accessible to all students).
- Working collaboratively with school staff, members of the Indigenous Education team, and Tla’amin Nation staff and community members to plan, schedule, and deliver a range of culturally relevant experiences to students in classrooms and assemblies which promote and enhance understanding of Indigenous language, culture, values, and worldview.
- Drawing on knowledge of Tla’amin/Coast Salish culture -- including appropriate protocols -- assisting with the development and delivery of workshops and in-services for school staff.
- Supporting teachers with imbedding Indigenous perspectives in their classrooms and lessons.
- Maintaining a record of interactions with and about students.
- Transporting students as required.
- For timesheet purposes, signing-in each morning at the school’s office.
- Attending school staff meetings, Indigenous Education staff meetings, and Nation staff meetings as directed.
- Being present, as requested, for meetings focused on an Indigenous student and for Indigenous parent/guardian meetings with school/district staff.
- Participating in professional development days/activities as directed.
- Checking work emails daily (Nation email and school-based email) and responding accordingly.
- Performing all duties and responsibilities in accordance with Tla’amin laws, regulations, policies, practices, and procedures as directed by the Director of Education.
- Performing other related duties as required.

## Qualifications

### *Training, Education, Experience*

- Successful completion of a secondary school graduation program, or equivalent
- Being of Indigenous ancestry
- Successful Police Check, including Vulnerable Sector Screen
- Valid BC Driver’s License, safe driving record, and possession of own transportation
- Evidence of traditional and contemporary learning and sharing of their own culture
- Previous experience working with school-aged children and youth
- Previous experience providing social and emotional support to children, youth, and/or adults would be an asset
- Previous experience working in a school setting would be an asset
- Previous experience giving presentations to small and large groups would be an asset
- A current First Aid certificate would be an asset

### *Knowledge, Skills, Abilities*

- Demonstrated knowledge and understanding of Tla’amin history, culture, community, and practices, including appropriate protocols
- Knowledge of ʔayʔaʔuθəm
- Proven ability to work independently and confidentially with all ages of children/youth
- Proven ability to work collaboratively as a member of the Indigenous Education Team, school-based team, and Department of Education team at the Nation
- Proven ability to use judgement, tact, and discretion when providing information, including the ability to maintain levels of strict confidentiality
- Excellent interpersonal and communication skills
- Strong organizational and time management skills

## Working Conditions

Work hours are Monday to Friday, 8:45 to 3:15, including a 30-min paid lunch break.

Work will primarily be performed in a school-setting, although some activities in the community may also be included.

- Adherence to all WorkSafe regulations and safe work practices
- Adherence to the Nation’s Covid-19 Safety Plan and CDC/Health Canada’s Covid-19 protocols
- Competitive pay offered commensurate with qualifications and experience

## How to Apply

Please apply by sending your resume and cover letter by email to: [jobs@tn-bc.ca](mailto:jobs@tn-bc.ca) and to Sophie Call, Director of Education at [sophie.call@tn-bc.ca](mailto:sophie.call@tn-bc.ca), noting “Cultural Support Worker” in the subject heading of your email, or drop-off/mail to Attention: Human Resources Department, Tla’amin Nation, 4779 Klahanie Rd., Powell River, BC, V8A 0C4.

Closing Date: October 5<sup>th</sup>, 2022

Thank you to all applicants; only those shortlisted will be contacted.