

Job Description: Director of Ganawendan (Protection)

Organization: Zaag'idiwin Ngodoodegizwin Dibendaagizwin Naaknigewin

Salary Range: \$112,600 annually

Location: 9 Village Road, Southampton, Ontario N0H 2L0

Job Type: Full-Time

About Zaag'idiwin Ngodoodegizwin Dibendaagizwin Naaknigewin

Zaag'idiwin Ngodoodegizwin Dibendaagizwin Naaknigewin (“Zaag'idiwin Naaknigewin”) is committed to the wellbeing of Saugeen First Nation children and families and the implementation of Saugeen’s child wellbeing law, *Zaag'idiwin*. Guided by community values, cultural teachings, and family-led decision-making, we work collectively to protect and strengthen families in a way that honours our responsibility to one another. As we embark on this transformative journey, we are seeking an experienced leader to guide our organization into the future.

Position Summary

As a member of the Management Team, the Director of Ganawendan provides strategic and operational leadership for all aspects of child welfare intake and early protection services at Zaag'idiwin Child and Family Services. The Director is accountable for the effective oversight of the Ganawendan Department, including Intake Workers, the Intake Supervisor, and Child Wellbeing Workers, ensuring the delivery of comprehensive, competent, and culturally grounded child welfare services for Saugeen children, families, and communities.

In this role, the Director provides guidance and direction related to intake and protection matters and works closely with internal and external partners to develop, implement, and monitor policies, practices, and service models aligned with Saugeen’s cultural values, traditions, and laws. The Director ensures services are provided in compliance with applicable provincial legislation while advancing Saugeen’s inherent jurisdiction and navigating complex legal and social frameworks.

The Director of Ganawendan is responsible for the efficient management, supervision, mentoring, and development of staff, fostering a collaborative and accountable team environment. This position also plays a key role in strengthening community and agency partnerships and contributes to the achievement of Zaag'idiwin’s mission, vision, beliefs, and strategic priorities.

Key Responsibilities

Leadership & Departmental Oversight

- Provide strategic, operational, and cultural leadership for the Ganawendan Department, including Afterhours, Intake Workers, Intake Supervisor, and Child

Wellbeing Workers, ensuring high-quality, coordinated service delivery grounded in Saugeen values, laws, and child wellbeing principles.

- Establish clear expectations, allocate and monitor workloads, and support staff development to ensure effective, responsive, and culturally safe services.
- Foster a trauma-informed, strengths-based, and accountable team environment aligned with Zaag'idiwin's mission, vision, and strategic priorities.

Child Welfare Authority & Legal Advocacy

- Lead Saugeen's advocacy and representation in child welfare-related legal proceedings, interfacing with courts, legal counsel, and partner agencies as required.
- Ensure that Saugeen's inherent jurisdiction, Indigenous laws, and child wellbeing approaches are clearly articulated, respected, and advanced within multi-jurisdictional legal and service environments.
- Collaborate with legal counsel, supervisors, and service teams to develop strategies that prioritize the best interests, safety, and cultural continuity of children and families.

Policy Development & Indigenous Law Implementation

- Lead the development, implementation, and ongoing review of policies, procedures, and practice standards governing intake, early intervention, and child protection services.
- Ensure policies and practices align with Saugeen's child and family wellbeing law, Zaag'idiwin.
- Support operational readiness and system development related to the exercise of inherent jurisdiction under *An Act Respecting First Nations, Inuit and Métis Children, Youth and Families* (SC 2019, c. 24).

Stakeholder & Relationship Management

- Build and maintain strong working relationships with community leadership, Elders, legal partners, service agencies, and government bodies.
- Represent Zaag'idiwin Child and Family Services on internal and external committees, working groups, and collaborative forums.
- Support community-driven approaches to child and family wellbeing through respectful engagement and partnership.

Team Management, Accountability & Reporting

- Provide supervision, mentoring, and performance evaluation for Ganawendan staff, supporting professional growth and accountability.
- Ensure accurate documentation, reporting, and tracking of service outcomes, trends, and risks.
- Identify service gaps and contribute to ongoing quality improvement, planning, and reporting to senior leadership.

Qualifications

Education & Experience

- Bachelor's degree in Social Work, Social Services, or a related field (Master's degree considered an asset).
- A minimum of 5–7 years of progressive leadership or supervisory experience, preferably within Indigenous child and family services, child welfare, or community-based human services.
- Demonstrated experience working with First Nations, Inuit, and Métis communities, ideally within Anishinaabe contexts.

Knowledge & Skills

- Strong understanding of Indigenous knowledge systems, with particular respect for Anishinaabe teachings, practices, and approaches to child and family wellbeing.
- Knowledge of Indigenous child welfare reform, including inherent jurisdiction and the implementation of federal, provincial, and Indigenous child and family services laws.
- Demonstrated ability to interpret and apply legislation, policy, and Indigenous law in complex service and legal environments.
- Strong leadership, negotiation, advocacy, and communication skills, including the ability to engage effectively in legal, community, and inter-agency settings.
- Experience with collaborative decision-making models, alternative dispute resolution, family conferencing, and multidisciplinary case management.
- Proficiency with computer applications and information systems relevant to child and family services.

Personal Attributes & Other Requirements

- Demonstrated integrity, cultural humility, and commitment to Saugeen values and community wellbeing.
- Strong leadership presence with the ability to manage complexity, conflict, and emotionally demanding situations.
- Valid Class "G" Ontario Driver's Licence with access to a reliable vehicle.
- Successful completion of a Criminal Record Check and Vulnerable Sector Check.
- Ability to work flexible hours as required to meet service and community needs.

Equal Opportunity & Preference

Zaag'idiwin promotes equal employment opportunities. Preference will be given to candidates who identify as Indigenous, particularly those who are members of Saugeen First Nation, in alignment with the needs of the communities we serve.

How to Apply

Interested candidates are invited to submit their **resume and cover letter**, in Word or PDF, to careers@zaagidiwin.ca. Please include "Director of Ganawendan – [Your Name]" in the subject line. **Applications will be accepted until 4:00 p.m. Friday, May 15, 2026.** This is an existing position.