

Job Title	Program Facilitator (Reposted)
Organization	Zaag'idiwin Ngodoodegizwin Dibendaagizwin Naaknigewin
Department	Human Resources, Learning & Organizational Development (HRLOD)
Reports To	Manager of Human Resources, Learning & Organizational Development
Salary Range	\$73,000 annually
Location	Southampton, Ontario N0H 2L0
Job Type	(1) Full-Time

About Zaag'idiwin Ngodoodegizwin Dibendaagizwin Naaknigewin

Zaag'idiwin is a newly established organization dedicated to promoting the wellbeing of Saugeen First Nation children and families and building capacity to operationalize Saugeen's child wellbeing law, *Zaag'idiwin*. Saugeen children and families are at the core of who we are – they are our most valuable resource. We believe it is our collective responsibility as Saugeen to care for one another.

Position Overview

Zaag'idiwin Ngodoodegizwin Dibendaagizwin Naaknigewin is seeking a passionate, skilled, and community-centered Program Facilitator to support the development and delivery of holistic, culturally grounded, and preventative programming for children, youth, parents, caregivers, and families.

This role is rooted in culture, healing, prevention, and family strength. The Program Facilitator will design and facilitate weekly programming, seasonal initiatives, and family-based activities that build life skills, strengthen parenting capacity, promote cultural identity, and support wellness through trauma-informed and strengths-based approaches.

This position is ideal for someone who believes that strong families, cultural connection, and practical skills are key to keeping children safe, supported, and thriving.

The Impact of This Role – A Child & Family Services Perspective

The programs delivered through this role are preventative and protective, addressing challenges before they escalate and strengthening families as a whole.

These programs directly address root causes such as:

- Disconnection from culture and identity
- Intergenerational trauma
- Family breakdown and isolation
- Youth disengagement

They strengthen protective factors including:

- Cultural identity and a sense of belonging
- Parenting confidence and competence
- Healthy parent-child attachment
- Community connection and mutual support
- Emotional regulation, resilience, and wellness

This role plays a critical part in supporting families before crisis intervention is required, contributing to safer, healthier outcomes for children and families.

Key Responsibilities

Program Development & Facilitation

The Program Facilitator is responsible for developing, coordinating, and facilitating culturally grounded and trauma-informed programming, including but not limited to:

Family & Parenting Supports

- Family coaching and 1:1 support for parents and caregivers
- Parenting coaching (traditional and contemporary approaches)
- Parent-child attachment programming
- Family functioning and relationship-building activities
- Parenting and Coping Skills Programming

Child, Youth & Family Education

- Child development education
- Life skills and employment readiness programming
- Activities of Daily Living (ADL) skills
- After-school programming
- Cultural playgroups for families with young children

Cultural Identity & Language Revitalization

- Cultural identity programs incorporating teachings, storytelling, and language
- Language revitalization activities embedded in programming
- Intergenerational cultural learning opportunities

Land-Based & Cultural Skills Programming

- Beading and traditional arts
- Sewing classes (dress, shirt, and ribbon making)
- Drum making, moccasin making
- Traditional food harvesting (fishing, hunting, berry picking)
- Cooking and preparing traditional meals together

Healing & Wellness Programming

- Trauma-informed resiliency programming
- Men's and women's healing circles

- Emotional regulation and coping strategies
- Culturally relevant approaches to healing and wellness

Indigenous Food Sovereignty & Cooking Programs

- Cooking classes (wild game, fish, corn soup)
- Food preparation skills for families
- Teaching where food comes from through land-based learning
- Budgeting, nutrition, and healthy meal planning

Family-Based Cultural Camps

In collaboration and partnership with members of the Cultural Continuity & Language team, support the planning and delivery of family cultural camps, often structured as:

- Weekend camps
- Seasonal camps (spring harvest, fall hunt, winter teachings)

Activities may include:

- Cooking over fire
- Teaching children how to prepare traditional foods
- Drum circles and cultural teachings
- Storytelling and oral history
- Language integration throughout activities

Additional Responsibilities

- Create welcoming, inclusive, and culturally safe program spaces
- Adapt programs to meet diverse family needs
- Collaborate closely with child and family services staff
- Maintain basic program documentation (attendance, session summaries)
- Uphold confidentiality, organizational policies, and ethical standards

Work Schedule & Flexibility

Please note: This role requires a flexible, non-traditional schedule (35 hours/week) to support evening, weekend, and seasonal programming.

The Program Facilitator works on a five-day rotating schedule, which may vary week to week based on program delivery, seasonal activities, and the needs of children, youth, and families. This may include:

- Evening programming
- Weekend programming
- Seasonal activities and cultural camps
- Rotating workweeks (e.g., Sunday–Thursday or Friday–Wednesday)

This position is **not a traditional Monday–Friday, 9–5 role** and is intentionally structured to ensure programming is accessible, responsive, and aligned with family and organizational needs.

Qualifications & Experience Required/Strongly Preferred

- Experience facilitating group programming with children, youth, or families
- Skills in cultural programming, life skills, or family support
- Understanding of trauma-informed and strengths-based approaches
- Strong communication, organization, and facilitation skills
- Ability to build trusting, respectful relationships with families
- Willingness to work a flexible, non-traditional schedule

Assets

- Knowledge of Indigenous cultures, teachings, and community-based programming
- Experience working within child and family services or social services
- Language knowledge or experience supporting language revitalization
- Land-based or traditional skills experience
- Lived experience and strong community connections
- First Aid/CPR or willingness to obtain
- Valid driver's license (if required for programming)

Why Join Zaag'idiwin Ngodoodegizwin Dibendaagizwin Naaknigewin?

- Meaningful, preventative work supporting children and families
- Opportunities to share culture, skills, and teachings
- A supportive, client-focused team environment
- A chance to shape a new and impactful role

Working Conditions

- Occasional evening and weekend work may be required
- Ability to lift and transport recording equipment weighing up to 25 lbs.

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 "Program Facilitator – [Your Name]" in the subject line.

We thank all applicants for their interest. Applications will be reviewed on a rolling basis, and interviews may begin prior to the closing date. This posting will remain open, and applications will be accepted **until 4:00 p.m. Friday, June 5, 2026**