

Job Title	Nbwaakaawin Ebmiwdood – Knowledge Keeper (Culture, Ceremony & Family Wellness)
Organization	Zaag'idiwin Ngodoodegizwin Dibendaagizwin Naaknigewin
Reports To	Director (Elder-In-Residence)
Salary Range	\$73,563 annually
Location	23 Christine Street, Southampton, Ontario N0H 2L0
Job Type	(1) Full-Time

About Zaag'idiwin Ngodoodegizwin Dibendaagizwin Naaknigewin

Zaag'idiwin Ngodoodegizwin Dibendaagizwin Naaknigewin (“Zaag'idiwin Naaknigewin”) is grounded in Saugeen Anishinaabe laws, teachings, and inherent jurisdiction over the care and well-being of Abinodjiag and Ishkiniigig.

Our service delivery model recognizes that children, youth, and families thrive when surrounded by culture, language, ceremony, kinship, and community belonging. Through Minogi'aawaso, Ganawendan, Family Circles, Healing Circles, and Elders Tribunal processes, Zaag'idiwin prioritizes healing, restoration, prevention, and family-led decision making.

Knowledge Keepers play a vital role in preserving and sharing Anishinaabe teachings, guiding community healing, supporting family wellness, and strengthening cultural identity for current and future generations.

Position Purpose

The Knowledge Keeper is a culturally grounded practitioner who provides direct teachings, ceremonial support, and relational guidance to children, youth, families, and staff. This role brings Anishinaabe knowledge into everyday practice, ensuring that services are lived, experienced, and delivered in a culturally meaningful way.

Working in alignment with the Elder-in-Residence—who provides cultural authority, protocol guidance, and organizational direction—the Knowledge Keeper is responsible for applying, sharing, and carrying teachings within frontline and community-based contexts.

This role reflects a distinction between cultural authority (Elder-in-Residence) and cultural practice (Knowledge Keeper), ensuring both integrity and accessibility of Anishinaabe ways of being.

Core Role Alignment

Relationship with Elder-in-Residence

The Knowledge Keeper does not replace or duplicate the cultural authority of the Elder-in-Residence but instead extends and operationalizes it in daily work.

The Knowledge Keeper:

- Works in alignment with teachings, protocols, and guidance provided by the Elder-in-Residence
- Seeks cultural direction when needed for ceremony, teachings, or sensitive matters
- Shares frontline insights and experiences to inform organizational cultural learning
- Supports the consistent application of cultural standards across programs

Key Responsibilities

1. Cultural Teachings & Knowledge Sharing

- Provide teachings grounded in Anishinaabe values, identity, kinship, and ways of knowing
- Support cultural revitalization including language, stories, and practices
- Translate teachings into accessible, meaningful guidance for children, youth, and families
- Model cultural humility, respect, and accountability in all interactions

2. Ceremony & Land-Based Practice

- Support and facilitate ceremonies, feasts, seasonal teachings, and cultural gatherings
- Participate in land-based programming and experiential learning
- Ensure practices follow appropriate teachings and protocols (in consultation with Elder-in-Residence as needed)
- Help prepare participants in a respectful and culturally safe way

3. Family & Community Wellness

- Provide culturally grounded support to children, youth, and families experiencing transitions, challenges, or healing journeys
- Support family strengthening, kinship relationships, and intergenerational connection
- Offer guidance related to grief, identity, belonging, and life transitions
- Reinforce strengths-based, family-led approaches grounded in culture

4. Circles, Decision-Making & Restorative Processes

- Participate in Family Circles, Healing Circles, and community-led decision-making forums
- Provide cultural grounding to support respectful, inclusive, and balanced processes
- Support restoration, conflict resolution, and community wellbeing approaches

5. Youth Mentorship & Cultural Identity

- Mentor youth through relationship-building, teachings, and land-based opportunities
- Support identity development, belonging, and leadership

- Engage youth in cultural programming such as camps, rites of passage, and traditional arts

6. Organizational Collaboration

- Work collaboratively with program teams (Minogi'aawaso, Ganawendan, Intake, etc.)
- Contribute to case discussions where cultural insight is needed
- Support cultural safety and learning within teams
- Participate in planning, meetings, and community engagement initiatives

Scope & Boundaries

In Scope

- Direct service and relational cultural support
- Teaching and mentoring in community and program settings
- Ceremony participation and facilitation (within role and teachings)

Out of Scope

- Organizational cultural authority or final protocol decisions (Elder-in-Residence role)
- Staff supervision, discipline, or performance management
- Budgeting, reporting, or administrative leadership

Qualifications

Knowledge & Experience

- Recognized as a Knowledge Keeper, cultural helper, or traditional teacher
- Strong grounding in Anishinaabe teachings, ceremony, and cultural protocols
- Experience supporting children, youth, and families in culturally meaningful ways
- Understanding of intergenerational trauma, colonization, and healing approaches

Skills & Abilities

- Strong relationship-building and communication skills
- Ability to share teachings in accessible and respectful ways
- Ability to work collaboratively while maintaining cultural integrity
- Sound judgment and respect for cultural boundaries and protocols

Personal Attributes

- Humility, integrity, and accountability to community
- Compassionate, patient, and supportive
- Grounded in cultural values and lived experience

Working Conditions

- Work occurs in office, community, and land-based environments
- Participation in ceremonies, circles, and after-hours programming required

- Travel within Saugeen territory may be required
- Exposure to emotionally sensitive situations involving families and children

Guiding Principle

This role exists to ensure that culture is not only advised, but actively lived, practiced, and experienced by children, families, and community. Together with the Elder-in-Residence, the Knowledge Keeper helps create a system where:

- Culture is protected with integrity
- Culture is shared with care
- Culture is experienced in everyday life

Equal Opportunity & Preference

Zaag'idiwin Naaknigewin 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 format, to careers@zaagidiwin.ca.

Please include “**Knowledge Keeper – [Your Name]**” in the subject line.

We thank all applicants for their interest. Only those selected for an interview will be contacted.

Applications will be accepted **until 4:00 p.m. Tuesday, June 30, 2026**.