



Southwest Ontario
Aboriginal Health
Access Centre

Family Centre and Child Care Director

Status: Full-Time

Primary Location: London

Posting Date: January 21, 2020

Southwest Ontario Aboriginal Health Access Centre (SOAHAC): Is a diverse, dynamic, multiservice Indigenous health and wellness agency, who has recently embarked on a new initiative and extended its services in the field of early learning and child care. Guided and supported by the Journey Together Indigenous Planning Committee, SOAHAC will be the operators and licensee of **Nshwaasnangong Family Centre and Child Care**.

Nshwaasnangong will offer culturally- relevant licensed child care and early years programming to families in the London and Middlesex area. Programs will support families to play and have fun together, strengthen relationships, connect with other families and early childhood professionals.

Nshwaasnangong will offer licensed Child Care for 88 children ages 0-6, early years, and family programs that reclaim Indigenous languages, teachings and values.

Nshwaasnangong will be a place to connect to all of the opportunities offered for families, including ceremonies and land-based learning opportunities.

Construction for the Nshwaasnangong Child Care and Family Centre is expected to be completed late 2020, and will be located 449 Hill Street in London, ON.

Position Summary: SOAHAC is currently seeking a full-time, strategic and visionary individual to lead as the **Nshwaasnangong Family Centre and Child Care Director**.

The Director of Nshwaasnangong:

Champions **REVITALIZATION OF LANGUAGE AND CULTURE**, land-based learning, and hands-on projects for/with Indigenous children, youth and families

Crafts **STRATEGIC VISION** and guides a large team; demonstrates commitment to relationship building, ongoing professional development, community engagement, Indigenous research methods

Welcomes local Indigenous families, leaders, helpers and allies to **REIMAGINE EDUCATING, CARING AND SUPPORTING** urban Indigenous communities in London and Middlesex County

Obliges **ADMINISTRATIVE RESPONSIBILITIES** in regards to budgets, project management, human resources and operational regulations/requirements

** The first year of this position will focus on opening the Family Centre (that is currently under construction) in December 2020. With internal supports from SOAHAC and the City of London, along with hiring of two additional Managers (Child Care Centre & EarlyON Family Centre), the Director will guide:*

- *Staff recruitment and training (focussed on revitalization of language and culture)*
- *Community engagement with families, partners and helpers in London and Middlesex County*
- *Inter-agency collaboration*
- *Family, Early Years and youth programming development*
- *Working with contractors to ensure construction project is in accordance with design, budget and schedule*
- *Finalizing child care licensing requirements*
- *Overall operational and facilities planning*

The Director carries the overall vision and strategy for the Nshwaasnangong Family Centre and Child Care. The Director will guide and foster cultural awareness through promoting understanding of historical trauma for First Nation, Inuit, and Métis people. They will convey the impact of ongoing oppression, and the decolonization process and how these relate to current issues in early learning. They will support and lead a large team to develop practices that are congruent to the unique needs and distinct cultures of the First Nations, Inuit, and Métis people.

Reporting to the Chief Executive Officer, the Director will represent Nshwaasnangong Family Centre and Child Care at the local, regional, and provincial levels.

Responsibilities:

- Provide overall vision and strategic leadership to Nshwaasnangong Family Centre & Child Care
- Initiate and maintain respectful reciprocal relationships with families and community partners;
- Establish and maintain effective working relationships and collaborations with the SOAHAC Board of Directors, First Nations, community agencies, and any pertinent committees of SOAHAC such as Elders, Language Keepers etc.;
- Attend interagency organization and planning meetings pertaining to Early Years and Family Centres;
- Have a comprehensive awareness of the First Nation communities and Indigenous urban populations;
- Establish and collaborate to build Indigenous-led programs and services for families; leading-with a wholistic perspective;
- Establish partnership agreements with specialists for service that align with the principles and values of Nshwaasnangong;
- Facilitate community participation in the development and delivery of childcare services for children and families according to the principles and direction of the SOAHAC's cultural foundation;
- Participates in the ongoing design & revisions of internal structures and policies to ensure adequate systems are in place to maintain the highest quality of services to children and families;
- Utilize Indigenous research methods to identify wise practices that support families and community initiatives;
- Support and empower staff to be critical and reflective thinkers that builds strong relationships;
- Maintains the requirements for the facility to operate smoothly and efficiently; ensuring the safety of all
- Manage budgets and maintain reporting requirements for all funders;

Requirements:

1. Must have a post-secondary diploma or degree in Early Childhood Education, Early Childhood Leadership, Indigenous Social Work, Education, Indigenous studies or other relevant education and work experience in supervision of staff and business administration and/or;
2. Experience in leading a staff team using Indigenous ways of knowing;
3. Must have knowledge of business practices that support the sustainability of a not-for profit child care, and government funded programs
4. Must be able to meet the legislative requirements for working in a licensed child care setting
5. Must meet SOAHAC requirements for travel and use of SOAHAC vehicles
6. Being a Registered Member of the College of Early Childhood Educators would be an asset

Experience & Knowledge:

1. Minimum of 5-years, demonstrated experience in administration and supervision, with strong leadership and management skills, preferably in the Early Years sector.
2. A demonstrated commitment to language revitalization and reclaiming cultural identities
3. Demonstrated experience working in a community based collaborative initiative
4. Demonstrated ability to build strong relationships with nearby First Nations.
Knowledge of Indigenous history, culture, creation stories, and languages of the Indigenous population in the London area are a strong asset
5. Demonstrated ability to establish working relationships with elders and community leaders to facilitate planning for children, youth and families;
6. Knowledge and experience with licensing under the Child Care Early Years Act is preferable
7. Knowledge of "How Does Learning Happen?" Ontario's Pedagogy for the Early Years is preferable
8. Ability to monitor, assess, and support the unique needs of a growing urban Indigenous community
9. Demonstrated ability to balance regulatory requirements with budgetary constraints;
10. Experience in design and delivery of culturally relevant team development and professional learning;
11. Experience overseeing a large scale construction project including budget and contract management, navigating regulatory, municipal and licensing approvals
12. Experience in proposal and report writing;
13. Demonstrated knowledge of Microsoft programs: Word, Excel, Outlook, PowerPoint

This job may require additional responsibilities and duties as assigned by Southwest Ontario Aboriginal Health Access Centre.

Please Note: This position is full-time @ 35 hours (5 days) per week. Salary is subject to experience. Comprehensive benefit and pension (HOOPP) package included.
The primary location will be in London with regular travel in the surrounding area to effectively fulfill the responsibilities of the position.

SOAHAC values diversity and is an equal opportunity employer; however, hiring preference will be given to qualified Indigenous applicants. SOAHAC is committed to providing employment accommodation in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. If you require accommodation to apply or if selected to participate in an assessment process, please advise Human Resources.

If you are interested in applying for this position, please forward your cover letter, resume, and names of 3 references before the closing date to:

Email: **careers@soahac.on.ca**

Subject line: **Family Centre and Child Care Director, London**

Or mail to: **Human Resources Manager
Southwest Ontario Aboriginal Health Access Centre
425 - 427 William Street
London, ON N6B 3E1**

Closing Date: **February 7, 2020**

*Please visit **Southwest Ontario Aboriginal Health Access Centre** online at: www.soahac.on.ca or like us on www.facebook.com/soahac to learn more about us!*

We thank all those for applying but only those selected for an interview will be contacted.