



Southwest Ontario
Aboriginal Health
Access Centre

Director of Nshwaasnangong

Nshwaasnangong is a place for Indigenous young children and families to honour, rekindle, and express their identities as Indigenous peoples; where kindness and compassion helps everyone have a sense of belonging; where we nurture our well-being, while living in sync with community and all of creation, and where we engage deeply with questions and possibilities.

The Director of Nshwaasnangong is responsible for the leadership and oversight of the Nshwaasnangong Childcare & Family Centre, and Jordan's Principle Navigation and Implementation Teams. The Director will work in conjunction with other Senior Leaders to deliver culturally based care, enhance services for the Indigenous communities, evaluate and optimize services, and meet licensing and funding obligations. The Director will lead, direct, supervise and support projects and oversee service delivery, maintaining a focus on quality of care and the creation of a warm, welcoming and nurturing environment for children and families.

If you're ready to make a profound impact on the lives of our community's youngest members and their families, this is the opportunity you've been waiting for! Join us in creating a brighter future for the generations to come!

Accountabilities

Leadership and Strategic Planning

- Keep abreast of relevant legislation, trends, and best practices to inform strategic direction.
- Represent SOAHAC on the various committees pertaining to Children's Care.
- Ensure appropriate staff development, orientation and training programs are in place.
- Set realistic objectives, establish priorities, and systematically plan work.
- Ensure budgets for programs, educational awareness initiatives, personnel, supplies and equipment for areas of responsibility are appropriate and aligned with available resources.

Operational Planning, Management and Delivery

- Develop an operational plan for Nshwaasnangong which supports goals and objectives that align with the strategic direction of SOAHAC and ensure the financial viability of the centre.
- Oversee the Jordan's Principle budget, be responsible for program evaluation, and work within SOAHAC's financial and administrative structures to ensure money flows to Jordan's Principle applicants on a timely basis.

- Oversee workforce planning and manage recruitment in conjunction with the HR department.
- Provide overall leadership and management to the Children's Care portfolio team to ensure effective functioning and alignment with SOAHAC's values and beliefs and all relevant regulatory and reporting requirements.
- Guide, direct, coach and provide performance management support and direction to team members.
- Build an environment of high trust, inter-professional collaboration, innovation, and organizational learning.
- Maintain service continuity by ensuring effective communications and reporting is on-going between management, staff, and families.
- Maintain official records and documents in compliance with all relevant regulations.
- Develop programs and activities that are culturally appropriate.
- Provide input into activity planning and provide support and direction to staff regarding child development.
- Discuss progress or problems of children with staff members in order to determine plans for improvement.
- Lead staff meetings to discuss daycare initiatives, resolve issues and support professional development.

Stakeholder Relations

- Build and support sustainable and productive relationships with all individuals including staff, senior management, the community, appropriate government agencies, and families.
- Act as a liaison among staff and other stakeholders to ensure that goals are achieved, processes are improved, and resolutions are provided if needed.
- Working with the City of London and relevant ministries to strengthen relationships and ensure compliance with regulations, reporting requirements, staffing complements, and incident reporting.
- Provide Indigenous communities and agencies with a degree of professional advice and uphold responsibility as a leader and key resource in Indigenous health regionally.
- Regularly contact, liaise with and act as a resource for parents and caregivers; keeping parents informed of program expectations, program activities and their child's progress.

Qualifications:

- A degree in early childhood education or another relevant discipline.
- A minimum of 5 years demonstrated experience in child care and family centre leadership.
- Experience in the development and provision of Indigenous programming and services for children and families.
- Knowledge of the Ontario Child Care and Early Years Act, other relevant legislation and regulations, and experience with the Licensing process and requirements.
- Knowledge and commitment to Jordan's Principle and an understanding of its eligibility requirements and application processes preferred.

- Strong communication and leadership skills to engage with employees at all levels and work effectively with other SLT members.

Southwest Ontario Aboriginal Health Access Centre and Nshwaasnangong Child Care and Family Centre

Southwest Ontario Aboriginal Health Access Centre (SOAHAC) is one of ten Aboriginal Health Access Centres (AHACs) in Ontario. AHACs are innovative, Indigenous-informed health care agencies providing a combination of health and social services to Indigenous people.

SOAHAC is a diverse, dynamic, multiservice Indigenous health and wellness agency. They strive to provide quality, wholistic health services by sharing and promoting Traditional and western health practices to enable people to live in a more balanced state of well-being. SOAHAC provides services to Indigenous people including those who live on and off reserve, status, non-status, Inuit, and Metis people living within Southwestern Ontario.

The Nshwaasnangong Child Care & Family Centre, located in London Ontario, offers licensed Child Care for up to 88 children ages 0-6. The adjoining Family Centre is a place to connect to opportunities offered for young children, families, and youth, including ceremonies and land-based learning opportunities.

For more information, please visit www.soahac.on.ca and www.nshwaasnangong.ca

Purpose

SOAHAC's purpose is to improve access to, and the quality of, health services for First Nations, Inuit and Métis peoples in the spirit of partnership, mutual respect and sharing.

Vision

A healthy balanced life through mental, physical, spiritual and emotional well-being.

Mission

To empower Indigenous families and individuals to live a balanced state of well-being by sharing and promoting wholistic health practices.

Values

SOAHAC's culture will be most healthy if these values are intentionally lived out and reinforced on a regular basis:

- Respect for all
- Compassion
- Quality in health promotion and care
- Honouring all Traditional values

Belief Statements

- We affirm that SOAHACs primary responsibility is for the Indigenous people in the health centre's catchment area.
- Healing is empowerment that facilitates the re-emergence of the Creative Mind, and Spirit and an Agile body.
- SOAHAC provides a healing environment of acceptance and cooperation that natures each person with dignity, security, love and renewal.

- SOAHAC sets the example of healing and wellness that starts within its own walls, including Board, Staff and Volunteers.
- The establishment of programs and projects that affirm the principles and goals of this organization.
- SOAHAC is a culture-based, competent organization dedicated to the wellness of the Indigenous community.

Compensation, Benefits and Other Job Specifics

- SOAHAC offers a competitive compensation package including comprehensive benefits and pension plan (HOOPP) with opportunities for growth and development
- Flexible hours of work including evenings and weekends when required
- A Valid driver's license and reliable vehicle are required
- A valid standard first aid certification, including infant and child cardiopulmonary resuscitation (CPR) must be maintained
- Current, satisfactory vulnerable sector police check
- Up-to-date immunizations and records

If you believe that you have the skills, experience, and desire to serve Southwestern Ontario's Indigenous community in this capacity we want to hear from you! **Please send your cover letter and resume in a single document to recruiting@ahria.ca.** We look forward to hearing from you.

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 in your cover letter.