



ORCALELUM
A PLACE FOR HEALING

Job Description – Orca Lelum	
Job Title	Cultural Co-ordinator
Wage Rate/ Range	Min: \$25.00 Max: \$32.77
Location	Lantzville
Reporting to	Wellness Manager
Date Created	February 1, 2024
Date Reviewed & Approved	April 18, 2024

About the Company:

Orca Lelum is committed to fostering a safe and nurturing environment rooted in Indigenous ways of being. Dedicated to the well-being of youth, we empower Indigenous youth aged 12 to 18 to reclaim their strength, resilience, and cultural identity. Guided by the principle of Nutsamaat Shqwaluwun – people working together with one heart and one mind, our holistic programs prioritize substance use recovery, wellness and trauma healing. We offer medically supervised withdrawal management and a 10-week residential program, aiming to re-ignite a lifelong sense of purpose and connection.

What’s in it for you?

Join us at Orca Lelum where you not only contribute to a thriving organization but also become part of a community-driven by cultural values and a shared commitment to making a positive impact. Experience the fulfillment of working in a First Nations-led environment that values your well-being and growth. Additionally, you get:

- A four-day work week for permanent part time and full-time employees;
- An excellent benefits and pension program for eligible employees;
- Paid vacation days and wellness days for eligible employees; and
- Comprehensive training and professional development provided.

Job Summary:

Reporting to the wellness manager, this position is responsible for providing comprehensive culturally based care and support in the areas of mental wellness, addictions, trauma, sexual abuse, and violence for Indigenous youth. The cultural worker works closely with the wellness co-ordinator, wellness mentors, wellness manager, clinical counsellors, and medical professionals to support the delivery of a range of holistic, culturally rooted, trauma informed programming and services. The ideal candidate must be passionate about promoting traditional cultural teachings and practices, fostering supportive relationships within the community, and actively contributing to the well-being of youth.



Job Duties and Responsibilities:

1. Promote and Provide Cultural Teachings:
 - a. Ensure the daily cultural needs of youth are met by actively providing daily culturally-based activities within the context of supporting youth to heal from addictions, trauma, and mental health challenges.
 - b. Plan, participate and coordinate daily therapeutic cultural programming and land based activities for youth in the 10-week wellness program;
 - c. Facilitate land-based activities both at the facility and in the community.
 - d. Emphasis will be placed on cultural values, traditions of the three distinct Island nations i.e, Coast Salish, Nuu-chuh-nulth and Kwakwakaw'akw..
 - e. Provide youth who are impacted by substance misuse with cultural healing interventions that support withdrawal management and increased coping skills.
 - f. Conduct songs, drumming, prayers, sacred circles and other healing ceremonies;
 - g. Help build a model of cultural safety in the context of programming and administrative and operational protocols and procedures.
 - h. Reintroduce and reinforce traditional practices within the centre, fostering cultural pride and resilience in youth.

2. Wellness and Cultural Planning:
 - a. Contributes to the development, implementation and evaluation of healing plans in conjunction with client, family, clinical staff if appropriate and other helping agencies while establishing and maintaining relationships based on respect;
 - b. Establish and maintain trusting relationships with youth and their families, offering support and guidance in a culturally sensitive manner.
 - c. Actively contribute to the holistic well-being of Indigenous youth by promoting the health of their heart, mind, body, and spirit.
 - d. Taking a strength-based approach to land-based and cultural activities with youth and staff.
 - e. Participating in planning sessions and clinical consultations regarding youth at intake, during programming, and after discharge, within established guidelines.

3. Youth Supervision, Role Modeling, and Mentorship:
 - a. Be a positive role model and mentor to youth in care.
 - b. Provide guidance and support to youth in navigating cultural identity and personal development.
 - c. Ensuring the safety, well-being and daily needs of the children and youth by monitoring them and providing care if required in the absence of youth support



worker, according to the specifications of the program manual, licensing requirements and policies and procedures at Orca Lelum.

- d. Travel with youth should the need arise.
4. Collaborative Community Partnerships:
 - a. Engage in collaborative partnerships with community organizations to promote traditional healing, teachings, and cultural knowledge of the three distinct island nations: Coast Salish, Nuu-chuh-nulth and Kwakwakaw'akw.
 - b. Work towards building a network of knowledge keepers that supports and strengthens Orca Lelum's mission to provide culturally rooted and holistic programming.
 - c. Liaison with Elders and Traditional Resources:
 - d. Collaborate with Elders and Knowledge Keepers to ensure correct cultural protocol is practiced with the organization.
 5. Record Keeping and Confidentiality:
 - a. Maintain a comprehensive record and information system, ensuring confidentiality is prioritized at all times.
 - b. Prepare reports and provide accurate data on cultural programs and initiatives if and when needed.
 6. Inventory Management:
 - a. Maintain an inventory of ceremonial items, ensuring they are appropriately stored and accessible for cultural events.
 - b. Attain approvals and coordinate purchases of items when required.
 - c. Ensure receipts of purchase are submitted in a timely manner to the finance manager.
 7. Enhancing Knowledge:
 - a. Provide guidance and mentorship to staff on cultural teachings of the three distinct Island nations: Coast Salish, Nuu-chuh-nulth and Kwakwakaw'akw and
 - b. Incorporate formal and informal ongoing staff-focused sessions on cultural teachings, practices, and protocols;
 8. Pre- opening duties:
 - a. Actively participate in advisory discussions to provide guidance, input and advice for program development.
 - b. Develop workshops and activities to provide cultural teachings and activities.



- c. Assist the Program and Wellness Manager with building the 10 week program.
- d. Contribute to quality improvement efforts to continuously improve supports and services to youth.

9. Other job duties as assigned, within scope.

Qualifications & Requirements:

- Post-secondary or Indigenous studies diploma/degree or appropriate combination of education and experience accepted.
- Completion of a practicum in child welfare preferred
- Minimum 5 years' experience in related field
- Education in Counselling, Psychology, Social Work or similar is an asset
- Valid Class 5 BC Driver's License
- Valid First Aid Certificate - Emergency First Aid – Community Care
- Must consent to a criminal record check.
- Good working knowledge of Coast Salish teachings is a must
- Ability to speak a Hul'q'umi'num' is an asset.

Skills & Attributes:

- Ability to work independently as well as in a team
- Ability to handle crisis and crisis intervention.
- Ability to work under stress/pressure.
- Sound judgment and problem-solving skills
- Strong interpersonal and communication skills – written and oral
- Ability to effectively use standard computer applications

How to Apply?

Interested candidates, please send a copy of your cover letter and resume to careers@orcaelum.ca

We look forward to reviewing your applications and discovering the unique skills and experiences you can bring to our team. Join us in making a positive impact at Orca Lelum!

***Note:** *The hours of work, including days off, may be subject to change consistent with the operational requirements.*