



AOPFN EMPLOYMENT OPPORTUNITY

Culture and Health Equity Lead

Department: Health Services

Supervisor: Manager of Health Services

\$72,800.00 annually - 35 hour/week

Fixed Term - 3 yrs, Possibility of Permanency

Deadline to Apply: July 31, 2026, at 12:00 p.m.

The Culture and Health Equity Lead will advance health equity by fully integrating First Nation Healing Services throughout Pikwakanagan, creating bridges between First Nation and Western healthcare systems to promote holistic balance in health and wellness. Throughout healthcare facilities and organizations within Pikwakanagan and the Algonquin Traditional Territory, the Culture and Health Equity Lead will promote cultural safety initiatives to address systemic inequities, improve accessibility, and foster safer environments. By centering First Nation knowledge systems, this role promotes a holistic and equitable approach to health, honoring the balance between physical, mental, emotional, and spiritual well-being. This work is carried out through close collaboration with Elders, Knowledge Keepers, healthcare organizations, and community partners.

DUTIES AND RESPONSIBILITIES:

1. Promote Cultural Safety in Healthcare Settings, locally and throughout the Algonquin Traditional Territory:

- Develop First Nations Health Training in partnership with Indigenous service providers, educating healthcare partners on Indigenous social determinants of health, colonialism, intergenerational trauma, and systemic racism.
- Working with the Indigenous Health Circle, identify and address service gaps through First Nation community engagement to develop strategies to transform care experiences throughout the region for Pikwakanagan Members and representing the interest of our members.
- Partner with the Indigenous Health Circle to create comprehensive cultural safety protocols to guide healthcare practices throughout the OVOHT catchment area.

For full Job Description please email hr@pikwakanagan.ca

REQUIREMENTS:

- Post-secondary diploma/ degree in the field of health, policy, or Indigenous studies.

CONDITIONS OF EMPLOYMENT

- Vulnerable sector check.
- Valid First Aid, CPR, AED, Health & Safety Worker certification, WHIMIS
- Cultural Awareness Training, or willingness to take part in.
- Mental Health First Aid, or willingness to take part in.

How to Apply

- Cover Letter
- Current Resume
- Three (3) professional/work-related references that include name, phone number and email address.

Submit to:

Human Resources Department
Algonquins of Pikwakanagan First Nation
1657A Mishomis Inamo, Pikwakanagan, Ontario, K0J 1X0

hr@pikwakanagan.ca

Subject Line: Culture and Health Equity Lead

Please allow for 24 hours to receive a 'Confirmed Receipt' of your application submission should you apply via email.

Application Procedure: Interested persons must submit a resume demonstrating that they meet the requirements outlined and the names and day contact telephone numbers of three (3) professional references.

Screening Procedure: Applicant must not be a member of the supervisor's immediate family. The best qualified candidate will be defined and determined so as to include the following: Provided the candidate meets the basic requirements of the position and is deemed qualified following the interview process, preference will be given to:

- a) the qualified indigenous person who is an Algonquin; then to,
- b) the qualified indigenous person; then to,
- c) the qualified non-indigenous candidate.

Interviews: Interviews will be conducted in-person or virtually by Teams Meeting. AOPFN has the right to shortlist for interview/assessment purposes of the five (5) most qualified persons and typically establishes an eligibility list.

What Algonquins of Pikwakanagan First Nation Offers:

- Pension Plan
 - (Permanent EE only)
- Paid Sick Days
- 4% Vacation
- Holiday Shutdown
 - (Conditions Apply)
- 14 Provincial and Federal Statutory Holidays
- Health Spending Account (Dental, Vision, Prescriptions, etc.)
- Milestone Recognitions & Rewards
- Half days on Fridays prior to holiday Mondays
 - (Conditions Apply)

We are committed to achieving employment equity and developing a highly capable workforce that is representative of Canadian Society. We therefore encourage women, Indigenous peoples, persons with disabilities, and members of visible minority groups to apply and declare themselves as part of one or more of the above mentioned Employment Equity Designated Groups.

AOPFN is also committed to developing inclusive, barrier-free selection processes and work environments. If contacted in relation to a job opportunity or testing, you should advise the recruitment representative in a timely fashion of the accommodation measures which must be taken to enable you to be assessed in a fair and equitable manner. Information received relating to accommodation measures will be addressed confidentially.