



Membertou

WELCOMING THE WORLD!

Employment Opportunity

Job Title: Cultural Support Worker (Full Time)
Department: Circle of Care (Prevention)
Reports To: Director, Circle of Care
Salary: Commensurate with experience

About Circle of Care:

Circle of Care is a prevention program aimed at strengthening families and connecting children and youth to Mi'kmaq culture. The program integrates existing services, develops new wellness initiatives, and helps address social determinants of health such as housing, child welfare, disabilities, food security, and recreation. The Circle of Care team collaborates closely with Membertou departments and partner organizations in health, education, justice, housing, and social services.

Role Overview:

The Cultural Support Worker provides culturally grounded emotional, spiritual, and practical support to individuals and families. The role helps strengthen cultural connection through teachings, ceremonies, land-based activities, and culturally safe navigation support, while collaborating with Elders, Knowledge Keepers, and partner services.

Key Responsibilities:

- Provide direct culturally based support to individuals and families, grounded in trauma-informed practice and cultural teachings.
- Facilitate cultural activities, ceremonies, teachings, and land-based healing programs, support cultural events across the community.
- Build trusting, supportive relationships with clients and their families.
- Support clients in navigating systems (e.g., health care, social assistance, justice/court); advocate for rights and access to services.
- Maintain accurate and confidential client records (contact notes, referrals, basic program evaluation documentation).
- Collaborate with Elders, cultural practitioners, and the Circle of Care team to ensure culturally appropriate support and programming.
- Maintain positive relationships with Membertou's Internal and External Customers, ensuring transactions or information received on behalf of the Band and/or its members are kept confidential.
- Maintain and improve Membertou's Quality Management System as it relates to job related duties and/or department.
- Other related duties as directed by the Manager.

Required Skills & Competencies

- Strong understanding of Mi'kmaq (or relevant Indigenous) cultural practices, teachings, and healing approaches (or demonstrated commitment to learning with guidance from Elders/Knowledge Keepers).
- Excellent interpersonal and communication skills; ability to build trust and rapport.

- Strong organizational skills and ability to manage multiple priorities.
- Commitment to cultural humility, cultural safety, and client-centered support.
- Ability to support crisis situations with calm, grounded communication and appropriate referrals.

Other Requirements / Working Conditions:

- Flexible schedule with availability for evenings and weekends due to community events and programming.
- Valid driver's license and ability to travel within the community as required.
- Must meet applicable screening requirements (e.g., Child Abuse Registry check, Vulnerable Sector check if required by policy).

Membertou is committed to a respectful, inclusive, and culturally safe workplace. We encourage applications from Mi'kmaq and other Indigenous candidates, and from applicants with lived experience and cultural knowledge relevant to the community.

Preference is given to Indigenous peoples in accordance with the Aboriginal Employment Preferences of the Canadian Human Rights Commission.

Apply Today

If you're passionate about building relationships, leading with integrity, and contributing to a growing community, we would love to hear from you.

To Apply: Submit your cover letter and résumé to:

Membertou Human Resources Department

Attention: Scott Thomas

47 Autwen Ma'sl Awti

Membertou, NS B1S-2P5 Or via e-mail to: jobs@membertou.ca

DEADLINE FOR APPLICATIONS: Friday, January 30th, 2026, at 4:30 PM AST.

Thank you for applying, however, only those selected for an interview will be contacted. Membertou reserves the right to pause, extend or revoke this posting at any time without notice.