

CHILD AND FAMILY, ALL NATIONS COORDINATED RESPONSE NETWORK
EMPLOYMENT OPPORTUNITY - COMPETITION #2026-19

ANCR (Child and Family All Nations Coordinated Response Network) delivers centralized, essential intake services that are part of the coordinated child and family services system in Winnipeg, Headingley, East and West St. Paul. We provide crisis response and intake case services, conduct abuse investigations, and offer preventative programs and services. ANCR is generally the first point of contact with the child and family services system. We provide service 24 hours a day, 7 days per week. ANCR receives both emergency and non-emergency calls, with highly qualified staff making initial assessments and referring callers to ongoing services as appropriate.

ANCR's goal is to promote and support the safety and wellbeing of children and families by providing culturally appropriate, strength-based child and family intake services. We recognize the role we must take in reconciliation as we embrace and support the inherent right of Indigenous communities to care for and ensure the wellbeing of their children. Our role as a designated intake agency is to commit to the Truth and Reconciliation Calls to Action and ensure that we are always acting to end the colonization and multigenerational trauma perpetrated by our system.

POSITION: Snowbird Lodge Cultural Advisor

CLASSIFICATION: SP4 (underfill offers may be made where candidates do not meet all qualifications)

SALARY: \$66,355.79- \$94,304.13 annual; \$35.08 – \$49.86 hourly

CLOSING DATE: October 22, 2026

THIS POSITION IS DESIGNATED INDIGENOUS. APPLICANTS ARE ENCOURAGED TO SELF DECLARE. THE SUCCESSFUL APPLICANT WILL BE ABLE TO ARTICULATE AND DEMONSTRATE LIVED EXPERIENCE AND INDIGENOUS WAYS OF KNOWING, THINKING, AND BEING.

An eligibility list may be created for similar positions and will remain in effect for 6 months.

QUALIFICATIONS:

1. Post-secondary or Indigenous studies diploma/degree or appropriate combination of education and experience.
2. Satisfactory results for criminal record check, child abuse registry check and prior contact check.
3. Recognized and respected by Indigenous communities for providing traditional leadership, spiritual and cultural support and care to children, youth, family and communities.

Minimum Competencies:

- Demonstrated skills and experience in establishing traditional and non-traditional networks of support and community resources and services.
- Knowledge and experience, including time as a helper/Iscaabe-Ikwe/Iscaabe/Oshkaabewis, having received teachings from recognized Elders, and able to conduct traditional ceremonies.
- Demonstrated experience in facilitating Indigenous cultural programs.
- Excellent communication and interpersonal skills.
- Comprehensive knowledge and understanding of First Nations and Indigenous traditions, ceremony, teachings, practices, cultures, both grounded in their own culture and having familiarity with other Manitoba Indigenous cultures and traditions.

- Ability to build and support a positive team environment, to work independently and ensure confidentiality.
- Responsibilities of a pipe carrier would be an asset.
- Ability to speak an Indigenous language is an asset.
- Core competencies for this position include communication, cultural competence, customer/client focus, decision-making, collaboration, organizational ability, and stress tolerance.

A valid driver's license and a vehicle with \$2,000,000 liability insurance is a requirement of this position. A satisfactory criminal records check, prior contact check and a check of the Child Abuse Registry is a requirement of all ANCR employment positions. Applicants must be legally entitled to work in Canada.

DUTIES:

the Cultural Advisor is responsible for organizing and facilitating traditional Indigenous teachings, ceremonies, events, and activities, giving opportunities and encouragement for families to participate and to connect to their cultures.

All qualified internal candidates will be considered first. Testing may form part of the selection process. ANCR is committed to employment equity and diversity and encourages applications from all qualified candidates, including women, people of any sexual orientation, gender identity, or gender expression; visible minorities and racialized people; and people with disabilities.

Your cover letter and resume must clearly indicate how you meet the qualifications. Please review www.ancr.ca for more information. Please submit your resume with cover letter and quote competition #2026-19 by October 22, 2026, to:



**Human Resources
Child and Family All Nations Coordinated Response Network
2 - 200 Main Street, Winnipeg, MB, R3C 1A8
FAX: 204-504-7342 Email: ancr-hr@gov.mb.ca**

We thank all who apply, however, only those selected for an interview will be contacted.

The Child and Family All Nations Coordinated Response Network (ANCR) acknowledges that we are on Treaty One Land. On Turtle Island, this is the traditional territory of the Cree, Anishnaabe, Oji-Cree, Dene, and Dakota peoples and the homeland of the Metis Nation.