



JOB POSTING: Qwaahmahsaqin Cultural Support Worker

Position Title:	Qwaahmahsaqin Cultural Support Worker
Department:	Qwaahmahsaqin
Reports To:	Qwaahmahsaqin Project Manager
Type:	Full-time; 1 year Contract Position
Work Model	Remote (must reside and be able to travel within your designated service area). Must have the ability to work flexible hours, including evenings and weekends, to effectively meet the needs of community members and program activities.
Locations (One position is available per service area):	ʕaahʕuusʔath Ahousaht, Victoria, Nanaimo, and Port Alberni
Salary:	Salary is dependent upon experience and qualifications
Closing Date:	April 22nd, 2026

Position Summary

ʕaahʕuusʔath First Nation is seeking **four (4) Qwaahmahsaqin Cultural Support Workers**, one in each designated service area.

This is a **remote position**, however, candidates **must reside within their assigned service area**. Regular travel within the service area is required to provide direct, in-community cultural support to members.

This role centers on facilitating cultural supports, strengthening connections to teachings and practices, and working alongside members in a respectful, culturally grounded, and trauma-informed way. The ideal candidate brings strong interpersonal skills, self-motivation, and a deep understanding of ʕaahʕuusʔath cultural protocols.

Key Responsibilities

- Promote and support traditional cultural teachings and practises for ʕaahʕuusʔath members.
- Engage in collaborative community partnerships to promote traditional healing, teachings, and protocols.
- Build and maintain supportive, trusting relationships with members
- Facilitate and coordinate culturally relevant programming and activities
- Travel within the service area to provide in-person support

- Collaborate with internal teams and community partners to strengthen culturally grounded services
- Liaise with Elders, Knowledge Keepers, and leadership to ensure appropriate protocols are followed
- Apply trauma-informed and culturally safe approaches in all interactions
- Maintain accurate documentation and uphold strict confidentiality
- Prepare detailed reports and provide program data as required
- Serve as a role model and mentor within the community

Qualifications & Experience

- High school diploma or equivalent (required)
- Strong knowledge of Ahousaht cultural teachings, ceremonial protocols, and leadership practices
- Experience working in wellness, community, or culturally grounded environments
- Demonstrated ability to work collaboratively within a culturally centered framework
- Certificate or degree in Indigenous Studies or a related field is considered an asset

Conditions of Employment

- Must reside within the designated service area
- Valid driver's license
- Successful completion of an RCMP Criminal Record Check, including Vulnerable Sector Clearance
- Ability to sign and adhere to confidentiality agreements and organizational policies
- Required to follow all Ƴaaḥuusḡath Personnel Policies, Code of Ethics, and reporting protocols

Working Conditions

This role requires flexibility, cultural awareness, and the ability to respond to complex situations:

Physical Demands:

- Extended periods of sitting, standing, and computer use
- Lifting up to 30 lbs and physical movement (bending, reaching, lifting, stairs)
- Ability to respond to high-risk or crisis situations

Environmental Conditions:

- Remote work combined with frequent travel within the service area
- Work in both indoor and outdoor environments, across all seasons
- Exposure to unpredictable or crisis situations requiring timely response

Sensory & Mental Demands:

- Participation in ceremonies involving traditional medicines
- Exposure to challenging environments, including individuals in crisis or experiencing substance use
- Managing multiple priorities, deadlines, and emotionally demanding situations
- Maintaining high attention to detail in reporting and documentation

Application Instructions

Please submit:

- Resume
- Cover letter outlining your experience and connection to the role **and** which of the four service areas that you reside in.

Submit to:

Tierra Taylor

outreachmanager@ahousaht.ca