



SHUSWAP NATION TRIBAL COUNCIL

Director of Language, Culture, and Secwépemc Law _ Job Posting

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ORGANIZATION PROFILE

The Shuswap Nation Tribal Council (SNTC) was established in 1980 as a collective effort of Secwépemc Chiefs to advocate for Aboriginal rights and advance Nation-building initiatives. Today, SNTC continues to work towards the recognition, protection, and promotion of Secwépemc identity, language, culture, governance, and self-determination, in alignment with SNTC's vision: *One Nation, healthy, unified, and engaged, grounded in traditional laws, culture, values and language.*

SNTC has declared a state of emergency regarding the revitalization of Secwepemctsin (language) and is seeking a Director of Language, Culture, and Secwépemc Law to lead our language and culture revitalization initiatives across all Secwépemc communities.

If you are driven by the vision of a strong and thriving Secwépemc Nation, where language and culture flourish, then you belong here. Join us and be part of something truly meaningful.

THE OPPORTUNITY

This position reports directly to the Tribal Director and will be responsible for delivering on the Council of Chiefs' strategic plan to preserve and strengthen these critical aspects of Secwépemc identity related to language, culture, and Secwépemc law. The successful candidate will [develop and] implement the strategic plan and lead the Language, Culture and Law team guiding education, communication, and community engagement efforts.

The Director will inspire a spirit of collaboration and connection with Elders, community leaders, youth, knowledge and language keepers, educators and SNTC staff to ensure that Secwépemc laws, language, cultural traditions and ways of knowing are shared, understood, upheld and transferred across generations.

KEY RESPONSIBILITIES

Strategic Leadership

- Successfully implement and update the Council of Chiefs' Strategic Plan related to language, culture, and Secwépemc law.
- Provide periodic, detailed updates to the Council of Chiefs on progress, challenges, and new initiatives.
- Develop and oversee policies, programs, and initiatives that support language revitalization

and cultural preservation, in collaboration with language speakers.

Operational & Administrative Oversight

- Manage and oversee Language and Culture department and staff ensuring seamless coordination of programs and events.
- Develop and manage budgets, funding applications, and financial reporting for language and culture initiatives.
- Lead project management efforts to ensure timely and effective delivery of department goals and milestones.

Collaboration & Advisory Responsibilities

- Work across all SNTC departments to ensure alignment with language and cultural strategies.
- Serve as an advisor and mentor to Elders, youth, community leaders, and educators on cultural preservation.
- Partner with schools, post-secondary institutions, and training programs to develop Secwépemc language curriculum and resources.

Community Engagement & Education

- Ensure Secwépemc law, its principles are understood and respected across all Secwépemc communities.
- Organize and participate in public events, gatherings, and media engagements to amplify language and culture efforts.
- Oversee the delivery of community workshops, educational sessions, and outreach programs to promote awareness of Secwépemc law and governance, or facilitate, as needed.

QUALIFICATIONS

Education & Experience

- Strategic leadership ability, such as would have been gained through a degree or certification in leadership or business administration, and a minimum of 3 years of related experience, including an ability to build programs from the ground up, secure funding, develop policy, successfully implement and oversee operational structure.
- Knowledge of Indigenous Governance, Education, Language and Culture, gained through a recognized program and a minimum of 3 years related experience or an equivalent combination of education and experience.

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- Project management qualifications or extensive experience leading large-scale cultural initiatives.

Knowledge and Skills:

- Proficiency in strategic planning, program development, grant writing, and funding applications to support long-term sustainability.
- Demonstrated ability to work collaboratively with First Nations communities, councils, and organizations while maintaining respect for diverse cultural perspectives.
- Exceptional verbal and written communication skills, required for facilitating planning meetings, public speaking, educational outreach, proposal and report writing.
- Financial acumen, including the ability to prepare, manage, and monitor budgets, ensuring program efficiency and accountability.
- Strong mentorship and coaching skills, fostering leadership and capacity-building among staff, Elders, youth, and community members.
- Ability to advocate for language and cultural initiatives and engage with government agencies, academic institutions, and funding bodies to advance Secwépemc priorities.
- Understanding of Indigenous laws, governance structures, and cultural protocols, with ability to advocate for Secwépemc traditions and policies.
- Knowledge of and an understanding of Indigenous language preservation and revitalization methodologies.

Preference may be given for:

- Secwépemctsin language speakers or learners.
- A knowledge keeper with the Secwépemc Nation.
- Additional training, certification or experience in leadership development, strategic planning, or policy implementation.
- An undergrad or Master's degree in Indigenous Governance, Education, Cultural Studies.

Additional Requirements:

- This role is based at the Shuswap Nation Tribal Council Office, with frequent travel to communities required, including overnight stays, for participation in meetings, events and gatherings.
- **Due to travel requirements, must** maintain a valid Class 5 driver's license in good standing and be willing to travel frequently, in reliable transportation, to Secwépemc communities.

TOTAL REWARDS

SNTC offers an attractive Total Rewards package including:

- **Competitive salary range:** \$90,000K to \$175,000K based on level of expertise.
- **Extended benefits:** health, dental, and vision.
- **Pension Plan**
- **Vacation + Additional Paid time off during winter break.**

HOW TO APPLY

Please submit your resume, cover letter, and names of three references to hr@shuswapnation.org
In the email subject line reference: Director of Language, Culture, and Secwépemc Law.

Applications will be reviewed commencing on **September 17, 2025** and continue until the ideal candidate is found.

To learn more about this role, or opportunities at SNTC, please email HR@shuswapnation.org

**In accordance with BC Human Rights Code Section 41, preference may be given to applicants of Secwépemc ancestry. We thank all applicants for their interest; however, only those selected for an interview will be contacted.*

Please Note: the successful candidate will be required to complete a criminal record check, as part of the pre-employment check process.