



EMPLOYMENT OPPORTUNITY
MANAGER, GANAW-ZHAWENJIGE (CHILD WELFARE)
(Internal/External Posting)
May 25, 2026

Michipicoten First Nation (MFN) is a vibrant community located near Wawa, ON and approximately 225 km from Sault Ste. Marie, ON. With a small number of members on reserve and the majority dispersed around the globe, Michipicoten First Nation strives to maintain harmony and balance with Mother Earth, neighbouring First Nations, and surrounding communities, while building on socio-economic independence and a strong sense of community and cultural identity.

Michipicoten First Nation is seeking a full-time, permanent **Manager, Ganaw-Zhawenjige (Child Welfare)**. The manager plays a key leadership role in supporting the safety, well-being, and strength of Michipicoten First Nation children, families, and community. This position is responsible for guiding and overseeing family-centred, strengths-based child welfare programs and services grounded in Anishinaabe values and traditions.

Reporting to the Director of Operations, the Manager, Ganaw-Zhawenjige (Child Welfare), works closely with staff, community members, leadership, and partner agencies to ensure programs are responsive, accountable, and culturally safe. This role provides supervision and mentorship to staff, supports community capacity building, and ensures services are delivered in accordance with legislation, funding requirements, and MFN policies. The Manager contributes to planning, reporting, and continuous improvement while fostering respectful relationships and collaboration across the organization and within the community. Flexibility is required to participate in community meetings, cultural gatherings, after-hours commitments, and occasional travel.

PRIMARY RESPONSIBILITIES

- Human Resources Management
- Child Welfare Program Support
- Resource & Financial Management
- Communications & Reporting
- Networking & Collaboration
- Health, Safety & Compliance

QUALIFICATIONS

Education

- Minimum post-secondary degree in social work, social science, or related field
- Successful completion of the First Nation Child Welfare Advocate (FNCWA) certificate program is considered an asset.
- Project management and/or Leadership training is considered an asset

Experience

- Minimum five years of direct management/supervisory experience
- Minimum five years of working experience in the social services field
- Minimum two years of experience working with a First Nation community
- Experience working with budgets and finances

Knowledge, Skills & Abilities

- Extensive knowledge of the *Child, Youth & Family Services Act* and *the Act respecting First Nations, Inuit, and Métis children, youth, and families*
- Able to interpret legislation, regulations, and legal documents.
- Knowledge of court proceedings involving child welfare and protection matters
- Knowledge of case management techniques
- Strong knowledge of Anishinaabe culture and history
- Proven ability to exercise discretion in handling confidential subject matter.
- Proficient with MS Office, Teams, and Outlook
- Strong time-management and organizational skills
- Proven problem-solving and decision-making abilities
- Effective communication skills, both verbal and written
- Ability to handle conflict when it arises, and assist with resolution
- Knowledge of bi-cultural competencies
- High level of integrity and work ethic

Other

- Valid driver's license, satisfactory driver's abstract, and access to a reliable vehicle
- Able to provide a satisfactory Criminal Record Check
- Must possess and maintain a minimum of one million liability insurance
- Must be able to work flexible hours and travel with minimal notice

LOCATION: Sault Ste. Marie, ON

TERM: Full-time, Permanent

SALARY RANGE: \$88,003 - \$98,026

TO APPLY: Please submit your cover letter and resume as one document to hr@michipicoten.com. **This position will remain open until filled.** A full job description is available upon request to Human Resources. **Michipicoten members and Indigenous applicants are encouraged to self-identify.**

Michipicoten First Nation is dedicated to promoting equity and diversity and serving the interests of its members. The successful candidate will primarily serve the interests of Michipicoten members, and preference will be given to MFN members and Indigenous candidates who possess the necessary qualifications.