



Wuikinuxv Nation

Oweekeno Village, Rivers Inlet, c/o Bag 3500

Port Hardy, BC, V0N 2P0

Administration Office Phone: (250) 949-8625

Administration Fax: (250) 949-7105

Director of Language and Culture

Employer: Wuikinuxv Nation

Position: Director of Language and Culture

Reports to: Executive Director

Location: Wuikinuxv Village (with flexibility for travel and remote coordination as required)

Status: Full-time, Permanent

Salary Range: \$75,000-\$80,000 (Commensurate with experience and qualifications)

Position Summary

The Director of Language and Culture is a senior leadership role responsible for the revitalization, preservation, and promotion of the Wuikinuxv language and culture. The Director will oversee the development and implementation of language and cultural programming across the Nation, including the Wànuvk qàqutha'ailas School, community programs, and intergenerational initiatives. This role is central to ensuring that Wuikinuxv cultural knowledge, traditions, and language are embedded in education, governance, and community life.

The Director will work collaboratively with Elders, knowledge keepers, language speakers, educators, youth, and cultural committees to guide program design and delivery, ensuring alignment with the Nation's vision, values, and long-term strategies for language and cultural sovereignty.

Key Responsibilities

Strategic Leadership

- Develop and implement a Wuikinuxv Language and Culture Strategy aligned with the Nation's goals for cultural revitalization and education.
- Lead the integration of language and culture into school curricula, community events, and governance processes.
- Provide regular updates, reports, and recommendations to Chief and Council, the Executive Director, and relevant committees.

Program Development & Implementation

- Design and oversee language programming, including immersion, mentor-apprentice, cultural camps, and community classes.
- Coordinate with the Wànuvk qàqutha'ailas School to integrate Wuikinuxv language and culture into K-12 learning.

- Support Elders and fluent speakers to share knowledge with younger generations through structured programs.
- Oversee cultural events and gatherings, ensuring protocols and traditions are respected and followed.

Capacity Building & Community Engagement

- Build capacity among staff, teachers, and community members to deliver language and culture programs.
- Support youth engagement and leadership in cultural programming.
- Foster partnerships with universities, language institutes, First Nations Education Steering Committee (FNESC), and other organizations to secure resources, training, and recognition.

Administration & Funding

- Manage departmental budgets, including program costs, staffing, and resources.
- Identify and apply for funding opportunities to support language and culture initiatives (e.g., FNESC, NRT, ISC, heritage and arts grants).
- Oversee staff and consultants working in language and cultural programming, providing supervision, mentorship, and evaluation.

Qualifications

Experience

- Leadership experience: 3 to 10 years of experience in educational leadership, program management, or coordinating large-scale projects is often required.
- Indigenous community experience: Extensive experience working directly with First Nations rights holders and communities is a must. This includes collaborating with Elders, Knowledge Keepers, and language speakers.
- Curriculum and program management: Proven experience in developing, implementing, and overseeing programs and curriculum related to Indigenous languages and culture is essential.
- Knowledge of Indigenous issues: A deep understanding of Indigenous worldviews, communities, and history is required, along with knowledge of contemporary issues.
- Financial management: Experience with budget processes, including managing budgets and preparing external funding proposals, is often necessary.

Skills & Competencies

- Respect for Wuikinuxv language, history, and traditions, with a commitment to ongoing learning.
- Strong leadership and team management skills, with the ability to inspire and guide staff, volunteers, and community partners.
- Excellent communication and facilitation skills, with experience in community engagement and consensus building.
- Strong organizational skills and ability to manage multiple priorities and deadlines.

- Financial management skills, including budgeting and reporting.

Additional Assets

- Wuikinuxv ancestry or strong ties to the Wuikinuxv community is a significant asset.
- Proficiency or willingness to learn the Wuikinuxv language.
- Familiarity with Indigenous cultural protocol, land-based learning, and ceremony.

Working Conditions

- Full-time position, based primarily in Wuikinuxv Village.
- Travel required to attend meetings, training, and partnership events.
- Flexibility required for evening and weekend cultural activities and community gatherings.

Application Process

Interested applicants are invited to submit a cover letter, resume, and three references to:

Wuikinuxv Nation – Executive Director

Email: executive_director@wuikinuxv.net

Deadline: November 14, 2025