



Native Montréal
Montréal Autochtone

Director of Cultural and Social Development

A role rooted in culture, community, and transmission

Are you dreaming of a meaningful role where your vision and leadership have a direct impact on the community? Do you believe that traditional knowledge, language, gatherings, and circles are pillars for strengthening identity and collective well-being?

Come co-create with us the cultural and social future of the urban Indigenous community.

Your mission:

You will be responsible for everything that makes our community's heart beat: cultural, social, and community programs that nourish, bring people together, and inspire.

From language and knowledge transmission to community circles, day camps, large gatherings, and youth projects, you will ensure their coherence, impact, and sustainability.

You will also be **a present and engaged leader** on the ground, mobilizing, guiding, and supporting a dedicated team, while building strong partnerships and lasting bridges between generations.

Specifically, you will:

- Design, coordinate, and improve **cultural, social, and educational programs** adapted to urban Indigenous realities
- Oversee key community events (conferences, shows, seasonal gatherings, ceremonies, etc.)
- Lead a team of professionals, coordinators, and facilitators with leadership, care, and emotional intelligence
- Engage community members in activities with attention and respect
- Manage budgets, funding applications, and reporting with rigor
- Represent Native Montreal in various networks and with partners

What you bring:

- **You are an Indigenous person or have a strong understanding of urban Indigenous realities**
- You have **at least 3 years of experience** managing cultural, social, or educational programs
- You are comfortable **supervising a team, coordinating multiple projects,** and handling complex situations
- You demonstrate **unifying leadership, organizational skills, and relational intelligence**
- You are **creative, adaptable, caring,** and solution-oriented
- You are fluent in **French and English**, both written and spoken (an Indigenous language is an asset)
- You are comfortable with management tools (Google Workspace, Asana, databases, etc.)

What we offer:

- Permanent, **full-time position – 35 hours/week**
- **Competitive salary**, according to internal salary scale (level 1 to 19: \$72,977 – \$113,742)
- **Flexible schedule**, with some evenings or weekends depending on events
- **4 weeks of vacation**, plus holiday break, 15 wellness days, and 5 days for family responsibilities
- **Retirement plan (8%), group insurance** including specific coverage for Indigenous people
- **Ongoing professional coaching**, integration plan, and supportive leadership team

See yourself in this role? Tell us.

Send us your resume and a letter showing us **who you are**, what moves you about this role, and what you would like to bring to it at brigitte@engages.ca. Indigenous applications are strongly encouraged.

You don't meet every single requirement, but this role speaks to you deeply? Tell us. We believe in potential, not checkboxes.