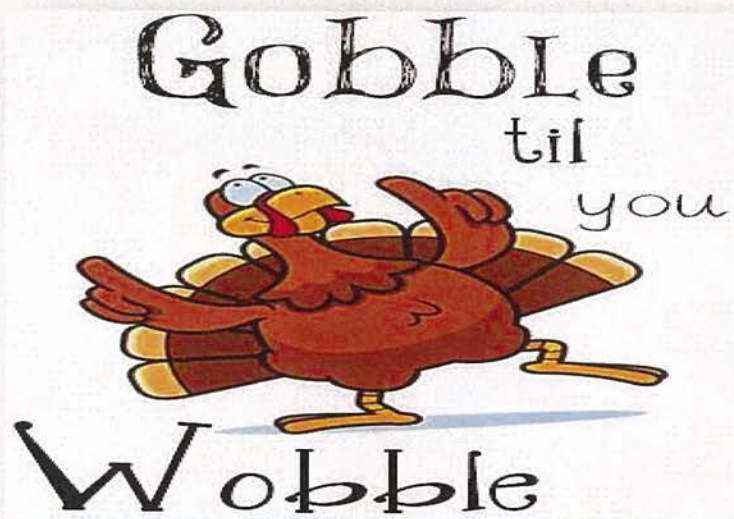


Kwey Kakina,

This is a friendly reminder that the Administration office will be **closing** *Thursday October 9, 2025* at 12:45pm.

Friday October 10, 2025 we will be **closed** due to Cultural Heritage Day.

Monday October 13, 2025 will be **closed** due to Thanksgiving.



Wishing everyone a safe long weekend.

Community Services Administration Office

PRE-EMPLOYMENT



ARE YOU ON SOCIAL ASSISTANCE?

DO YOU WANT TO ACHIEVE YOUR GOALS? ARE YOU LOOKING FOR TRAINING ???

\$100 INCENTIVE FOR NEW APPLICANTS COMPLETING APPLICATION

WORKSHOP SCHEDULE

MONDAY OCTOBER 20, 2025 9:00 AM

MONDAY DECEMBER 15, 2025 9:00 AM

For more information please contact:

JERRIE LEA PRINTUP

By phone (819) 449-5170 EXT 1402



KITIGAN ZIBI ANISHINABEG

P.O. Box 309, Maniwaki, QC J9E 3C9 Tel: (819) 449-5170 Fax: (819) 449-5673

CALL FOR HOUSING APPLICATIONS

September 18, 2025

Kwey Kakina:

Kitigan Zibi Anishinabeg Council has opened the call for housing applications for this year 2025-2026. Homes must be constructed within a one-year timeframe. The deadline for all documents and the 3% down payment must be submitted two weeks prior to the selection date – see next page.

To be eligible to participate in the new home construction selection, **at the time of application**, the candidate must:

1. Be a duly registered member of the Kitigan Zibi Anishinabeg band
2. Have not previously received a housing subsidy
3. Be 21 years of age or older
4. Meet the necessary financial requirements for a revolving loan, which cannot exceed 30% of their annual income
5. Be in good financial standing with KZA
 - 5.1. Community members with existing loans who have a proven track record for making regularly scheduled payments are eligible to have their name entered in the *selection*.
 - 5.2. Individuals with outstanding debts owed to KZA and who have stopped meeting their financial obligations will not be considered eligible.

In addition, at the time of the application, the candidate must:

- Provide proof of landownership or be willing to purchase a lot provided by KZA. Must also provide environmental assessment reports confirming building lot can accommodate the construction of the proposed project.
- Meet with the Construction Department to have their eligibility assessed. This assessment provides guidelines to begin their process. This process would assess the square footage of the house that the applicant can financially afford, so that the applicant can purchase their house plans with confidence.



KITIGAN ZIBI ANISHINABEG

P.O. Box 309, Maniwaki, QC J9E 3C9 Tel: (819) 449-5170 Fax: (819) 449-5673

- Have necessary funding required to complete the house, to be deposited with the KZA Finance Department before construction begins.

Ineligible:

- Any member who has previously received a housing subsidy
- A housing applicant who is legally married to a partner who previously received a KZA housing subsidy will not be considered for the *selection*. Applicants must show legal proof of separation/divorce in order to be eligible to enter the housing *selection*
- A housing applicant with outstanding accounts receivable with KZA is ineligible

Please refer to the *KZA On-Reserve Residential Home Construction Policy 2024* for complete details of building a house. Also, you may contact Andrew Commanda, Construction Supervisor/Repairs Officer at 819-449-5170.

**The special general/community band meeting will be held at
the Community Hall on:
November 1, 2025
Time: 12:00 p.m. to 2:00 p.m.**

**The deadline for submitting your housing application and 3%
down payment to the KZA Construction Department is:
October 16, 2025, 4:00 p.m.**

The housing selection date is November 4, 2025.

Sincerely,

Christine Stevens
Community Services Director

And Construction Department



Invitation to KZ Members & other First Nations

Cultural day Feast out at Ricky's cabin

**Join Ricky and LWAAC in celebrating
the Fall season with family and
friends, food, games and more!!!**

**Participations
prizes to be won!**

When: Friday, October 10, 2025

Time: 12:00 pm



**Where: just past km 313 on highway 117. Across
the road from Lac Roland in La Verendrye Park,
keep an eye out for our KZA sign**

Things to bring: your favorite dish, chairs.

Dress for the weather

**For further information, feel free to contact the Land, Water and
Animals Advisory Committee Coordinator at: 819-449-5170 or at
LWAAC.Coordinator@kza.qc.ca**



KIDJĪMĀNINĀN

Ensemble pour la Terre
Ensemble pour la 8^e génération

Together for the Land
Together for the 8th generation

KIDJĪMĀNINĀN: WHERE LAND & STORY MEET

YOU'RE INVITED

As part of a major regional biodiversity conservation project called Kidjīmāninān, the Outaouais region is invited to the multidisciplinary scientific art show, Where Land and Story Meet.

The international community has determined that to curb biodiversity loss and climate change, we must protect large proportions of the land we inhabit. The goal is to achieve 30% protected areas by 2030. The Anishinābeg of Kitigan Zibi have chosen to exercise regional leadership in this regard. Thus, the Kidjīmāninān project was born. The Scientific Art show that stems from this initiative is a unique way to paint a portrait of the Outaouais region and open a broad regional conversation.

GETTING THERE



FREE TICKETS can be obtained through Eventbrite by visiting Kidjimaninan.com on the GET INVOLVED page.



If you need transportation, please contact the NRW office before October 14, 2025, at 819-449-5170 ext: 1800. Leave your name with Tara or Hunter.



ON THE PROGRAM



KIDJĪMĀNINĀN: Behind the Birch

A Documentary by filmmaker Mike McKay.

In the Anishinābemowin, Kidjīmāninān means "our canoe." But for Pinock Smith, a traditional canoe builder, it means much more: it's a reflection of the land, culture, and survival. For generations, the Algonquin people built birch bark canoes using the roots, trees, and teachings of their territory. Today, these materials are harder to find. The bark is thinner. The roots grow too deep. And yet, a new generation is learning to read the land and perpetuate what remains. Kidjīmāninān is a story of local ancestral knowledge, environmental change, and the intergenerational relationships that hold it all together. A canoe may be simple and small, but in this story, it carries an entire community.



Sharing Circle

Enjoy an interactive and engaging panel discussion hosted by the Nagadjitòdjig Akì, Anishinābe Land Guardians, who use a two-eyed seeing approach, (both traditional knowledge and western science) to care for land and water in Anishinābe traditional territory.



Hoop Dance Performance

Enjoy a hoop dance performance by Theland Kickinosway, an Indigenous youth trailblazer who utilizes his voice to showcase Indigenous culture.

WEDNESDAY, OCTOBER 15, 2025
7PM – 9PM

Large Conference Room
Université du Québec en Outaouais
283, boul. Alexandre-Taché Gatineau, Québec J9A 1L8

KZHSS FLU & COVID-19

Vaccination campaigns



- October 23, 2025
- November 6, 2025
- November 20, 2025
- December 4, 2025



10:00 AM - 11:30 AM
1:00 PM - 6:00 PM



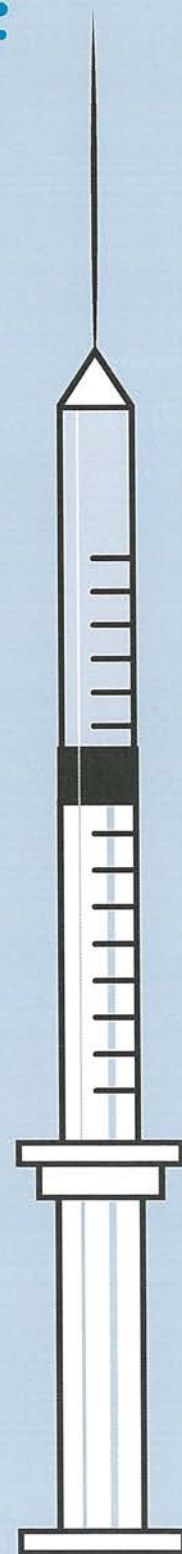
Community Hall (upstairs)

** Except November 20, 2025: AT HEALTH CENTER**



KZA members
14 years and older

- Bring valid health card
- Walk-In (no appointment needed)
- A 15 minute wait time is mandatory after vaccination



FLU VACCINATION CAMPAIGN FOR CHILDREN

Organized by KZHSS Nursing Team

When : DECEMBER 11, 2025
10:00 AM - 11:30 AM
1:00 PM - 6:00 PM



Where : COMMUNITY HALL (UPSTAIRS)

Who : CHILDREN BETWEEN THE AGES
OF 6 MONTHS AND 17 YEARS

How : BRING A VALID HEALTH CARD
WALK-IN (NO APPOINTMENT)

- Children under the age of 14 years old must be accompanied by an adult guardian
- Please dress accordingly to allow quick and easy access to arms (and thighs for infants)
- Remember to eat and hydrate before the shot
- A 15 minute wait time is mandatory after the shot

For inquiries :
819-449-5593



HALLOWEEN SCENE COMPETITION

This year the halloween scene competition will be at the walk path in the back. If you would like to enter the contest please leave your name and phone number with the reception at Òde Widòkàzowin 449-2323 by October 16, 2025. The judging will take place on the evening of October 25, 2025.

1ST PLACE / 2ND PLACE / 3RD PLACE

500 / 250 / 150





Haunted Forest Trail Walk

Oct 25, 2025

At the Walk path in the
back.

6 pm to 9 pm rain or shine

Entry fee: 5\$

Proceeds will go to NSC.



If you would like to Volunteer, you are more
than welcome to come set up a scene.
Please reach out to Tash Mitchell at
449-2323.

Come If You Dare!



HALLOWEEN



TRICK OR

treat

Friday
OCTOBER

31

STARTS
AT 5 PM

Where: Ode Widokazowin, this will be a drive through. If any community members would like to come to hand out their candies please call or email Tash Mitchell at 449-2323 or natasha.mitchell@kza.qc.ca. We will help out with tables and chairs.

Lets have a safe and fun Halloween



HALLOWEEN **BOWLING** **NIGHT**



You're Invited to our Halloween Bowling Night! Come dressed in costume for a chance to win some prizes! Your bowling + a drink & snack of your choice will be covered

Tuesday October 28th | 6pm-8pm | Quille-O-Rama

**Register with KZHSS Sports & Recreation
Colten & Kane @ 819-449-2323 ext.
2004/2008**



JOB OPPORTUNITY

Open until filled

October 2, 2025

POSITION: Elementary Teacher

LOCATION: Kitigan Zibi Kikinamadinan (KZ School)

WORK SCHEDULE: 35 hours a week. Monday to Friday

TERM: Indeterminate. Full time

SALARY: **\$52,799.00 to \$102, 857.00 Rates effective as of April 1, 2025**
Salary to be based on experience according to the Quebec English School Salary Scale

Under the supervision of the School Principal, the Teacher is responsible to deliver quality elementary school curriculum to students according to the approved Education Sector programs. Work includes the evaluation of students, the fostering of a learning environment, classroom management and the development of individualized education plans (IEPs).

PREAMBLE

If you are interested in applying for this position and can demonstrate that you meet the mandatory basic requirements, please forward your: cover letter, updated resume, copy of your degrees and/or diplomas/certificates, three (3) work references and any documentation that will support you meet the mandatory qualifications. A police reference check will be required if considered for the position.

Please provide your job application package to the attention of **Myra Dumont, Human Resources Advisor**, at the Health Center (**KZHSS**).

Contact information:

Email: myra.dumont@kza.qc.ca or hr.advisor@kza.qc.ca
Phone: **819-449-5593**
Location: **KZ Health Centre** (8 Kikinamagie Mikan, Maniwaki, QC J9E 3B1)

Only persons meeting the mandatory requirements will be considered for an interview. Failure to provide all the necessary documentation before the deadline will be considered an incomplete application. Preference will be given to Kitigan Zibi Anishinabeg Band members in accordance with the Kitigan Zibi Anishinabeg's Preferential Hiring Policy. Applicants must possess the basic requirements at the time of the deadline. Band Council reserves that right to recruit the most suitable and competent employee(s) who can best serve the interests of KZA as well as provide quality services to its members regarding the candidates who pass the interview process.



KITIGAN ZIBI EDUCATION

Elementary Teacher Job Description

GENERAL INFORMATION

Job Title : Elementary Teacher
Category : Teacher
Sector : Kitigan Zibi Education Sector
Location : Kitigan Zibi Kikinamadinan
 41 Kikinamage Mikan, Maniwaki, Quebec
Terms : Indeterminate position (Standard Probationary period)
Hours : 35 hours per week. Monday to Friday
Salary : Salary to be based on experience according to the Quebec English School Salary Scale
Immediate Supervisor : KZ School Principal
Date of Job Description : October 2025

KZ KIKINAMADINAN MISSION STATEMENT

Kitigan Zibi and Pakinawatik School's mission in cooperation with the Kitigan Zibi community is to create challenging opportunities to educate students in an atmosphere of mutual trust and respect. It is our common mission to inspire students to achieve personal growth and cultural pride, to value lifelong learning, and to become responsible contributing citizens of their community, the Algonquin Nation and society at large

STUDENT LEARNING OUTCOMES

It is Kitigan Zibi and Pakinawatik School's goal to give hope and encouragement to each student to reach his/her full potential academically, emotionally, socially, physically, and spiritually. Kitigan Zibi and Pakinawatik School encourages each student to become a life long learner.

KEY DUTIES

- Responsible to ensure the delivery of quality instructional services
- Grading and conducting student assessments
- Curriculum delivery
- Lesson and unit planning
- Manage discipline in accordance with the school's procedures
- Encourage good practice regarding punctuality, behaviour, standards of schoolwork and homework.
- Planning, Teaching and Class Management
- Monitoring, Assessment, Recording and Reporting student progress in accordance to targeted learning
- Development of Individualized Education Plans (IEPS) to address student learning needs
- Contribute to extracurricular school activities
- Co-operate with other staff to ensure sharing and the effective use of resources

▪ Participates in weekly or bi-weekly staff meetings ▪ Plan, organize and deliver online learning via the Google Classroom platform when required
ESSENTIAL TEACHING SKILLS
• Classroom Management; • Excellent English communication skills both written and oral; • Ability to lead and role model for students; • Ability to set objectives, determine goals and focus on the common goals of student learning; • Time Management; • Ability to prepare lesson plans and units appropriate to the level of students.

ACCOUNTABLE
• Accountable to provide quality education within the framework of the KZ education system; • Accountable to ensure students are given the opportunities to achieve their highest potential; • Accountable to ensure that the mission and vision of the school and education system is followed; • Accountable to abide by: the Teacher Code of Ethics, Oath of Confidentiality, General Education Policies and Guidelines and Human Resources Policy.

MANAGERIAL/SUPERVISORY	
Human Resources:	Will be responsible to provide guidance to classroom assistants or support staff assigned to classroom if applicable.
Material Resources:	Oversees and maintains management of classroom materials and textbooks; Ensures adequate materials and equipment are available to deliver program.

ENVIRONMENTAL FACTORS	
Psychological and Physical Effort:	▪ Required to meet concurrent demands and deadlines; ▪ May be required to deal with difficult situations; ▪ Required to keep all student information highly confidential and may become aware of highly sensitive information regarding students; ▪ Must be able to work in the English Language
Working Conditions:	▪ The incumbent is required to stay on-site for the lunch period during assigned supervision days; ▪ Outdoors during supervision.

INCUMBENT QUALIFICATIONS	
Education and Experience	• Currently in a Bachelor's Degree in Education program. Completion of degree preferred. - or • Bachelor's or Master's Degree (B.A./M.A.) from a recognized University with one or more teachable subjects.

	or Currently in an Indigenous Teacher Education program (ITEP). Completion of degree preferred.
INCUMBENT COMPETENCIES	
Knowledge:	- Knowledge and awareness and the KZA culture and community; - Knowledge of the Quebec Curriculum; - Classroom management; - Ability to prepare lesson plans and have a working knowledge of teachers' professional duties and legal liabilities; - Knowledge of school policies and procedures; - Knowledge of subject(s) or specialization(s) to enable effective teaching.
Abilities:	- To model good personal and professional conduct; - Concentration through periods of frequent interruptions; - Good time management; - Strong communication and ability to converse with parents, colleagues and students in a professional manner; - Problem-solving skills; - Planning, organization and multi-tasking skills; - Team-player who works in a coordinated effort.
Personal Suitability:	- Discretion and diplomacy; - Reliable; - Mental calibre to withstand challenging or emotionally charged situations; - Ability to maintain healthy professionalism and respect for staff, colleagues and students; - Ability to establish and maintain effective working relations with colleagues.
Certification/Licenses to maintain for duration of employment:	- Acquire an Enhanced criminal verification for vulnerable populations. Incumbent must not possess any criminal record (s) related to working in the profession; - Must undertake the responsibility of maintaining professional development as required; - Legally able to work in Canada.
Assets:	Knowledge of Kitigan Zibi Algonquin Language and Cultural Values.



JOB OPPORTUNITY

Open until filled

October 2, 2025

POSITION: Elementary French Teacher (1 position)

LOCATION: Kitigan Zibi Kikinamadinan. (KZ School)

WORK SCHEDULE: 35 hours a week. Monday to Friday

TERM: Indeterminate. Full time. Anticipated start date is August 2025.

SALARY: **\$51,461.00 to \$100,246.00**
Salary to be based on experience according to the Quebec English School Salary Scale.

Under the supervision of the School Principal, the Teacher is responsible to deliver quality elementary school curriculum to students according to the approved Education Sector programs. Work includes the evaluation of students, the fostering of a learning environment, classroom management and the development of individualized education plans (IEPs).

PREAMBLE:

If you are interested in applying for this position and can demonstrate that you meet the mandatory basic requirements, please forward your: cover letter, updated resume, copy of your degrees and/or diplomas/certificates, three (3) work references and any documentation that will support you meet the mandatory qualifications. A police reference check will be required if considered for the position.

Please provide your job application package to the attention of **Myra Dumont, Human Resources Advisor**, at the Health Center (KZHSS).

Contact information:

Email: Myra.Dumont@kza.qc.ca or hr.advisor@kza.qc.ca

Phone: **819-449-5593** FAX: **819-449-7411**

Location: **KZHSS (Health Center)** - 8 Kikinamag Mikan, Maniwaki, QC J9E 3B4.

Only persons meeting the mandatory requirements will be considered for an interview. Failure to provide all the necessary documentation before the deadline will be considered an incomplete application. Preference will be given to Kitigan Zibi Anishinabeg Band members in accordance with the Kitigan Zibi Anishinabeg's Preferential Hiring Policy. Applicants must possess the basic requirements at the time of the deadline. Band Council reserves that right to recruit the most suitable and competent employee(s) who can best serve the interests of KZA as well as provide quality services to its members regarding the candidates who pass the interview process.



KITIGAN ZIBI EDUCATION

Elementary Teacher

Job Description

GENERAL INFORMATION

Job Title : Elementary Teacher

Category : Teacher

Sector : Kitigan Zibi Education Sector

Location : Kitigan Zibi Kikinamadinan

41 Kikinamage Mikan, Maniwaki, Quebec

Terms : Indeterminate position (Standard Probationary period)

Hours : 35 hours per week. Monday to Friday

Salary : Salary to be based on experience according to the Quebec English School Salary Scale

Immediate Supervisor : KZ School Principal

Date of Job Description : October 2025

KZ KIKINAMADINAN MISSION STATEMENT

Kitigan Zibi and Pakinawatik School's mission in cooperation with the Kitigan Zibi community is to create challenging opportunities to educate students in an atmosphere of mutual trust and respect. It is our common mission to inspire students to achieve personal growth and cultural pride, to value lifelong learning, and to become responsible contributing citizens of their community, the Algonquin Nation and society at large

STUDENT LEARNING OUTCOMES

It is Kitigan Zibi and Pakinawatik School's goal to give hope and encouragement to each student to reach his/her full potential academically, emotionally, socially, physically, and spiritually. Kitigan Zibi and Pakinawatik School encourages each student to become a life long learner.

KEY DUTIES

- Responsible to ensure the delivery of quality instructional services
- Grading and conducting student assessments
- Curriculum delivery
- Lesson and unit planning
- Manage discipline in accordance with the school's procedures
- Encourage good practice regarding punctuality, behaviour, standards of schoolwork and homework.
- Planning, Teaching and Class Management
- Monitoring, Assessment, Recording and Reporting student progress in accordance to targeted learning
- Development of Individualized Education Plans (IEPS) to address student learning needs
- Contribute to extracurricular school activities

▪ Co-operate with other staff to ensure sharing and the effective use of resources ▪ Participates in weekly or bi-weekly staff meetings ▪ Plan, organize and deliver online learning via the Google Classroom platform when required.
ESSENTIAL TEACHING SKILLS
• Classroom Management; • Excellent English communication skills both written and oral; • Ability to lead and role model for students; • Ability to set objectives, determine goals and focus on the common goals of student learning; • Time Management; • Ability to prepare lesson plans and units appropriate to the level of students.

ACCOUNTABLE
• Accountable to provide quality education within the framework of the KZ education system; • Accountable to ensure students are given the opportunities to achieve their highest potential; • Accountable to ensure that the mission and vision of the school and education system is followed; • Accountable to abide by: the Teacher Code of Ethics, Oath of Confidentiality, General Education Policies and Guidelines and Human Resources Policy.

MANAGERIAL/SUPERVISORY	
Human Resources:	Will be responsible to provide guidance to classroom assistants or support staff assigned to classroom if applicable.
Material Resources:	Oversees and maintains management of classroom materials and textbooks; Ensures adequate materials and equipment are available to deliver program.

ENVIRONMENTAL FACTORS	
Psychological and Physical Effort:	▪ Required to meet concurrent demands and deadlines; ▪ May be required to deal with difficult situations; ▪ Required to keep all student information highly confidential and may become aware of highly sensitive information regarding students; ▪ Must be able to work in the English Language
Working Conditions:	▪ The incumbent is required to stay on-site for the lunch period during assigned supervision days; ▪ Outdoors during supervision.

INCUMBENT QUALIFICATIONS	
Education and Experience	• Currently in a Bachelor's Degree in Education program. Completion of degree preferred. - or • Bachelor or Masters Degree (B.A./M.A.) from a recognized University with one or more teachable subjects.

	or Currently in an Indigenous Teacher Education program (ITEP). Completion of degree preferred.
INCUMBENT COMPETENCIES	
Knowledge:	- Knowledge and awareness and the KZA culture and community; - Knowledge of the Quebec Curriculum; - Classroom management; - Ability to prepare lesson plans and have a working knowledge of teachers' professional duties and legal liabilities; - Knowledge of school policies and procedures; - Knowledge of subject(s) or specialization(s) to enable effective teaching.
Abilities:	- To model good personal and professional conduct; - Concentration through periods of frequent interruptions; - Good time management; - Strong communication and ability to converse with parents, colleagues and students in a professional manner; - Problem-solving skills; - Planning, organization and multi-tasking skills; - Team-player who works in a coordinated effort.
Personal Suitability:	- Discretion and diplomacy; - Reliable; - Mental calibre to withstand challenging or emotionally charged situations; - Ability to maintain healthy professionalism and respect for staff, colleagues and students; - Ability to establish and maintain effective working relations with colleagues.
Certification/Licenses to maintain for duration of employment:	- Acquire an Enhanced criminal verification for vulnerable populations. Incumbent must not possess any criminal record (s) related to working in the profession; - Must undertake the responsibility of maintaining professional development as required; - Legally able to work in Canada.
Assets:	Knowledge of Kitigan Zibi Algonquin Language and Cultural Values.



JOB OPPORTUNITY – 3rd Posting

October 2, 2025

POSITION:	Wazoson Educator
LOCATION:	Wazoson Daycare, 38 Paganakomin Mikan
WORK SCHEDULE:	37.5 hours a week. Monday to Friday
TERM:	Indeterminate. Full time Standard probationary period
SALARY:	\$23.73-\$32.99 an hour (ECE Certified) \$20.34-\$30.51 an hour (non-certified)
DUE DATE:	October 17, 2025, at 11:00 a.m.

Under the Supervision of the Wazoson Coordinator, the Wazoson Educator is responsible to deliver a quality early childhood education program to all children attending Wazoson.

PREAMBLE

If you are interested in applying for this position and can demonstrate that you meet the mandatory basic requirements, please forward your: **cover letter, updated resume, copy of your degrees and/or diplomas/certificates, three (3) work references** and any documentation that will support you meet the mandatory qualifications. A police reference check will be required if considered for the position.

Please provide your job application package to the attention of Myra Dumont, Human Resources Advisor, at the (KZHSS) Health Center by **Friday October 17, 2025, at 11:00 A.M. (EST)**.

Contact information:

Email: Myra.Dumont@kza.qc.ca or hr.advisor@kza.qc.ca
Phone: **819-449-5593 ext. 2015**
Location: **KZ Health Centre** (8 Kikinamag Mikan, Maniwaki, QC J9E 3B4)

Only persons meeting the mandatory requirements will be considered for an interview. Failure to provide all the necessary documentation before the deadline will be considered an incomplete application. Preference will be given to Kitigan Zibi Anishinabeg Band members in accordance with the Kitigan Zibi Anishinabeg's Preferential Hiring Policy. Applicants must possess the basic requirements at the time of the deadline. Band Council reserves that right to recruit the most suitable and competent employee(s) who can best serve the interests of KZA as well as provide quality services to its members regarding the candidates who pass the interview process.



KITIGAN ZIBI EDUCATION SECTOR

Wazoson Educator Job Description

GENERAL INFORMATION	
Job Title	Wazoson Educator
Category	Technical
Sector	Kitigan Zibi Education Sector (KZES)
Location	Wazoson
Terms	Indeterminate. Standard probationary period
Hours	37.5 hours per week. Monday-Friday
Salary	As per Kitigan Zibi Salary Scale
Immediate supervisor	Wazoson Coordinator
Date of job description	March 2025
JOB SUMMARY	
Under the Supervision of the Wazoson Coordinator, the Wazoson Educator provides a quality early childhood program to all Wazoson Children.	
RESPONSIBILITIES	KEY DUTIES
Child Intake, Placement and Referral	• Educates parents/guardians about rules of the centre, realm of services and operational matters affecting service delivery. • Assists in the integration of new children.
Develops and implements a culturally based early childhood education program	• Implements quality instructional services that allow for the growth and development of the children in the program. • Ensures weekly, monthly and annual programming is implemented, reviewed and maintained consistently; that is age appropriate and culturally relevant. • Communicates daily with parents on their child's development, programming, upcoming events, changes. • Maintains a safe environment in assigned rooms that are organized and adheres to safety standards. • Creates learning centres that aid in child development and fosters learning and follows rotation schedules. • Develops and implements age-appropriate early childhood education programming that address the physical, emotional and mental capacity of each child. • Fosters a learning environment that positive, nurturing, and age appropriate to meet the needs of each child. • Adheres to established Wazoson policies and procedures for behaviour management. • Prepares material resources required for programming.

Child assessment and evaluation	- Creates and maintains charts and files on each child registered in group that include health issues/concerns, allergies, attendance. - Communicates with Coordinator, parents and or legal guardians in child's progress at Wazoson.
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ACCOUNTABILITY
Abides by all KZA/KZES/Wazoson Policies including, KZES Policies and Procedures Manual, KZA Human Resource Manual, KZA Employee Work Code of Ethics, KZA Oath of Confidentiality and KZA Harassment and Violence Policy.

WORKING RELATIONSHIPS	
Interpersonal Relationships	- Establishes and maintains positive and respectful working relationships with coworkers, clients, community members and partners. - Excellent communication with all staff, parents and families using excellent written and verbal skills. - Strong interpersonal skills and service oriented.
Team Work	- Works collaboratively as a team and independently as required. - Participates in Wazoson staff meetings. - Understands personal limitations and seeks advice when necessary.
Negotiations	Not applicable
Training	- Attends professional development workshops as required. - Attends workplace safety training and exercises as required. (WHMIS, CPR/First Aid for children, Food Handling). - Available and willing to travel for training purposes if necessary.

ENVIRONMENTAL FACTORS	
Deadlines	- Meets work objectives within established time frames. - Manages time effectively. - Ensures reporting and programming requirements are met within required timeframes and in accordance to regulations and standards set out by the Kitigan Zibi Education Sector and funding agencies.
Mental and Physical Effort	- Manages medium level stress and multi-tasks daily. - Uses proper techniques to carry or lift heavy objects and children.

	• Mental alertness to changing situations. • Strong cognitive ability for childcare and ensuring minimal needs. • Strong interpersonal mental health. • Mental caliber to withstand or support possible emotionally charged situations.
Working Conditions	• Mainly Indoors and Centre based. The employee will go on walks with children and do outdoor activities weather permitting. • The employee may be placed with groups and changed dependant upon need. • Employees must be able to maintain the training and security clearances required under the funding agreements.
Cultural competency	• Knowledge and awareness of Kitigan Zibi language, culture and community.

QUALIFICATIONS REQUIRED	
Education and Experience	• Completion of Early Childhood Education program from a recognized post secondary institution or vocational program.
Skills and Knowledge	• Oral fluency in reading and writing in English mandatory. • Willing and able to work flexible hours as required. • Ability to be objective towards child assessments. • Trustworthy, discreet and able to maintain confidentiality. • Punctual and reliable with low absenteeism. • Ability to work independently without close supervision. • Computer literate and ability to operate office machinery.
Conditions of employment require the candidate to maintain these licences/certifications throughout employment	• No criminal conviction related to the field of work and maintain throughout employment. • Must provide medical certificate of good health if required for the position. • Valid First Aid and CPR Training Certification for child and infants or ability to acquire training within three months of hired and maintain certification. • Must follow all safety precautions and protocols. • Legally able to work in Canada.
Assets	• Ability to communicate in Algonquin and/or French an asset.



Contract opportunity: Indigenous Culture Liaison

The City of Ottawa's Arts and Heritage Development Branch is looking to hire an Indigenous Culture Liaison to undertake research and community engagement that will inform the development of a new City of Ottawa Culture Plan, an Indigenous Culture Program, and Public Art Program processes. The feedback obtained from the work of the Indigenous Culture Liaison will shape a new Culture Plan for the City of Ottawa, inform a funding program that will support Anishinabe Algonquin and urban Indigenous cultural initiatives, programming and services, as well as impact the processes and opportunities offered by the Public Art Program.

Successful candidates must be members of a recognized First Nation, Inuit or Métis nation. Priority will be given to Anishinabe Algonquin applicants.

Ideal candidates will have the following knowledge and skills:

- experience working with Indigenous communities
- experience working with Anishinabe Algonquin Nation
- knowledge of Anishinabe Algonquin First Nations and urban Indigenous communities in Ottawa
- lived experience (e.g., first-hand involvement and/or personal experience) with Indigenous culture and traditional knowledge
- knowledge of organizations supporting Indigenous communities in the Ottawa area
- transportation plan or driver's licence to reach communities

The work to be completed by the Liaison:

- Conduct engagement sessions with communities to identify needs, priorities and challenges as they relate to culture in Indigenous communities
- Compile information gathered from the engagement sessions
- Present the findings to the community for validation
- Share the findings with City of Ottawa's Arts and Heritage Development Branch staff

Timeline to complete this work?

This work will be carried out between October 2025 and March 2026, with a possible extension of this position to further impact the existing processes and opportunities offered by the City of Ottawa Arts and Heritage Development Branch

What does it pay?

This is a temporary, short-term contract of **up to \$30,000**, inclusive of HST, if applicable (not inclusive of an additional extension).

What is the selection process?

All applications will be reviewed by a panel of City staff and/or representatives of the Anishinabe Algonquin Nation and other urban Indigenous communities, as applicable. Applications are to include:

- a CV and/or letter of interest
- successful applicants will be asked for proof of membership or letter of support from the community the applicant is a member of

Short-listed candidates will be invited for an interview and may be asked for references.

How do I apply?

Please send your application to infoculture@ottawa.ca by **Friday, October 17, 2025**. Alternative formats, such as audio/visual applications, will also be accepted.

Questions? Need more information?

If you have any questions about this opportunity, or if you require access and disability accommodations, reach out to Caroline Matt at caroline.matt@ottawa.ca or 613-799-2761.



Offre de contrat : Agent de liaison de la culture autochtone

La Direction de l'avancement des arts et de la mise en valeur du patrimoine de la Ville d'Ottawa cherche à embaucher un agent de liaison de la culture autochtone. Cet agent devra mener des recherches et consulter la communauté afin de définir les orientations d'un nouveau plan culturel pour la Ville d'Ottawa, d'un programme de culture autochtone et des processus pour le Programme d'art public. Les commentaires recueillis grâce au travail de l'agent de liaison de la culture autochtone permettront d'élaborer un nouveau plan culturel pour la Ville d'Ottawa, de créer un programme de financement qui appuiera les initiatives, les programmes et les services culturels de la Nation Anishinabe Algonquine et des Autochtones vivant en milieu urbain, et auront une incidence sur les processus et les possibilités offertes dans le Programme d'art public.

Les candidats retenus doivent être membres d'une nation reconnue des Premières Nations, des Inuits ou des Métis. La priorité sera accordée aux candidatures reçues des membres de la Nation Anishinabe Algonquine.

Les candidats idéaux posséderont les connaissances et compétences suivantes :

- expérience de travail avec des communautés autochtones;
- expérience de travail avec la Nation Anishinabe Algonquine;
- connaissance des Premières Nations Anishinabe Algonquines et des communautés autochtones urbaines d'Ottawa;
- expérience vécue (par exemple, participation directe et/ou expérience personnelle) avec la culture et le savoir traditionnel autochtones;
- connaissance des organismes qui soutiennent les communautés autochtones de la région d'Ottawa;
- plan de transport ou permis de conduire pour se rendre dans les communautés.

L'agent de liaison doit :

- Organiser des séances de consultation pour les communautés afin de cerner les besoins, les priorités et les défis liés à la culture des communautés autochtones.
- Compiler l'information recueillie lors des séances de consultation.
- Présenter les conclusions à la communauté pour validation.
- Présenter les conclusions au personnel de la Direction de l'avancement des arts et de la mise en valeur du patrimoine de la Ville d'Ottawa.

Quel est l'échéancier pour accomplir ce contrat?

Ce contrat se déroulera du mois d'octobre 2025 jusqu'au mois de mars 2026, avec une prolongation possible afin d'améliorer davantage les processus et les occasions existantes offertes par la Direction de l'avancement des arts et de la mise en valeur du patrimoine de la Ville d'Ottawa.

Quelle est la rémunération?

Il s'agit d'un contrat temporaire à court terme d'une valeur maximale de 30 000 \$, comprenant la TVH, le cas échéant (ce montant ne tient pas compte d'une prolongation).

Quel est le processus de sélection?

Toutes les candidatures seront examinées par un comité composé de membres du personnel municipal et/ou des représentants de la Nation Anishinabe Algonquine et d'autres communautés autochtones urbaines, le cas échéant. Les candidatures doivent comprendre :

- un curriculum vitae et/ou une déclaration d'intérêt ;
- les candidats retenus devront fournir une preuve d'appartenance ou une lettre d'appui de la communauté à laquelle ils appartiennent.

Les candidats présélectionnés seront convoqués à une entrevue et pourraient devoir fournir des références.

Comment dois-je poser ma candidature?

Veuillez soumettre votre candidature à infoculture@ottawa.ca au plus tard **le vendredi 17 octobre 2025**. Les candidatures dans d'autres formats (audio ou vidéo) seront également acceptées.

Avez-vous des questions ou désirez-vous plus d'informations?

Si vous avez des questions sur cette offre de contrat, ou si vous avez besoin de mesures d'adaptation en raison d'un handicap, veuillez communiquer avec Caroline Matt par courriel à caroline.matt@ottawa.ca ou par téléphone au 613-799-2761.

Indigenous Teacher Training Program

Are you interested in becoming a teacher? It's not too late to join the KZA cohort of the UQAT Indigenous Teacher Training Program! While the first semester is currently underway, new students are welcome to join in January.

Winter 2026 Application Deadline: December 10th, 2025

About the program:

- Obtain a Bachelor of Education within an Indigenous context.
- Offered part-time, on-reserve in KZA, and in a condensed format.
 - 2 courses per semester taking place over 6 weekends.
 - 2-week intensive sessions each July to complete 2 courses.
- Possibly complete your practicum hours at Pakinawatik or KZ School.
- Open to all registered First Nations people in the KZA / Maniwaki region.
 - Please note that students must still apply for post-secondary sponsorship with their respective communities.

To ask questions or request an application, feel free to reach out to the Post-Secondary Program Officer, Kristen Tenascon.

Email: kristen.tenascon@kza.qc.ca
Telephone: 819-441-1581 ext. 3003





ODEKAN HEADSTART PRESENTS:
**HALLOWEEN
SCAVENGER HUNT**

**WHEN: SATURDAY OCTOBER 18
TIME: 1:00-3:30
** FOR CHILDREN 0-6YRS OLD****

How it works/rules:

- 6 Halloween figures will be hidden in the KZ community
- Take a picture with all 6 items (children need to be in the photos)



- Once done, come meet Katrina and Laurie at the Odekan Headstart 367 Paganakomin Mikan to present your photos



- Goodie bags/books will be given out to **all participants ages 0-6 yrs old**
- Names will be entered into a Draw to WIN tickets to **Jurassic World at the EY Centre in November** and other prizes. (Draw to be done on CKWE Monday October 20th) *Extra entries if you come dressed up*



Any questions please call 819-449-2702 or email katrina.whiteduck@kza.qc.ca



HIDDEN FIGURES

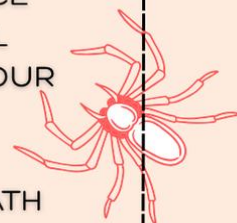


-SKELETON
-PUMPKIN
-CAT
-CAULDRON
-WITCH BROOM
-GHOST



POSSIBLE LOCATIONS

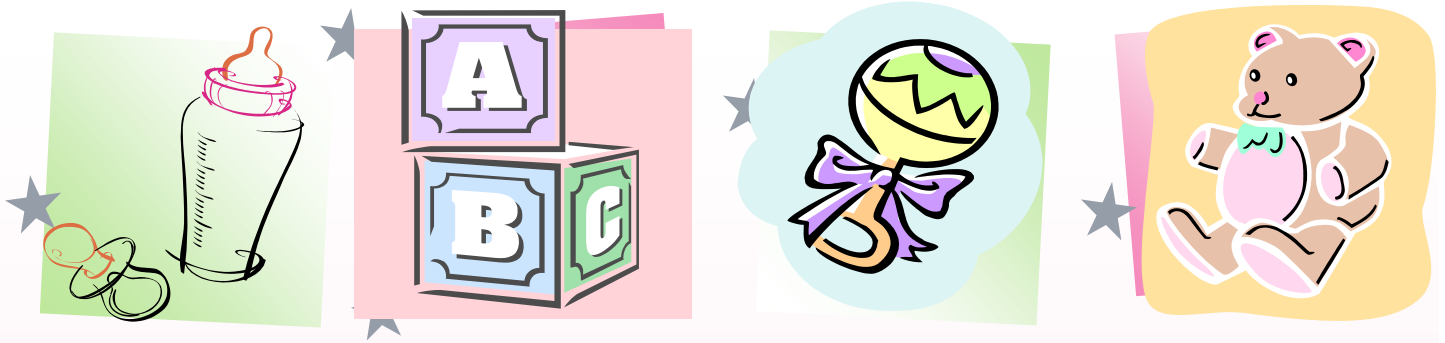
-HEALTH CENTRE
-WAZOSON
-CKWE
-FORESTRY BUILDING
-KZ SCHOOL/ADMIN BUILDING
-BAND OFFICE
-CULTURAL CENTRE/ARBOUR
-KIWEDA
-KZPD
-WALKING PATH
-ODE
-YOUTH CENTRE
-MULTI PURPOSE BUILDING



****ALL ARE WELCOME TO KZA ACTIVITIES (WE ARE INCLUSIVE OF BLENDED FAMILIES.)**

TO WIN PRIZES, YOU MUST BE A KZA BAND MEMBER

THIS EVENT IS FOR CHILDREN 0-6YRS OLD, ALL FIRST NATIONS CHILDREN WOULD BE ELIGIBLE**



ODEKAN BABY CONGRATULATIONS!

ATTENTION PARENTS!

If you would like to put
your baby's picture in
the flyer. And receive a
baby bag bundle please
call Katrina @Odekan
819-449-2702 ext 3204

Or email
katrina.whiteduck@kza.qc.ca

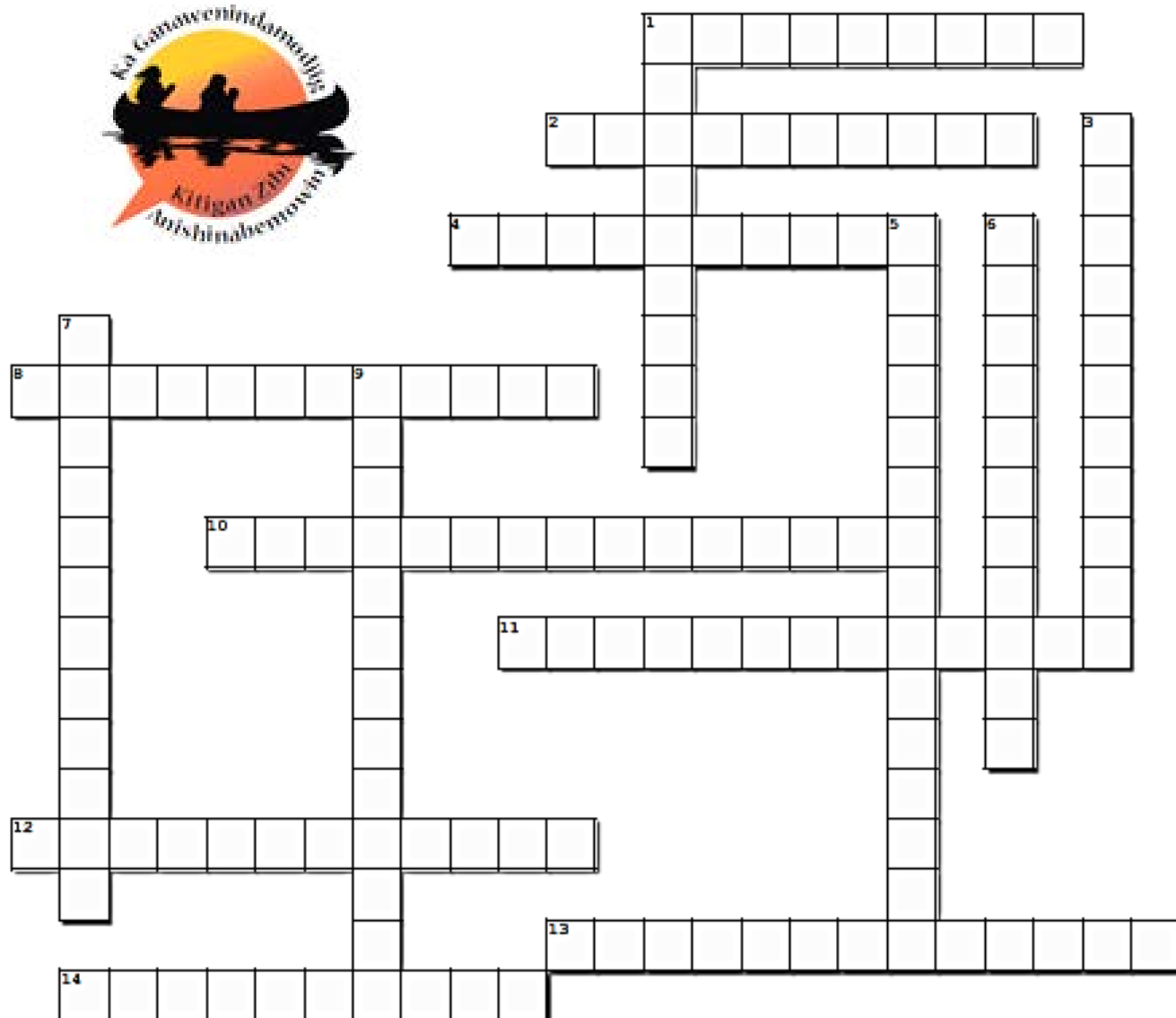


Migwech



October Grammar Contest

Fill in the Crossword and drop it off at the Cultural Center or email it to odaminowin2021@gmail.com for your chance to win one of \$100 gift cards before October 28th.



Created using the Crossword Maker on TheTeachersCorner.net

nigì dayekoze nigì dàkoz nigì dijà nigì chibàkwe nigì podawe nigì tashkihise nigì dōdāmin
nigì dōdamitā nigì nibà nigì nigam nigì namadab nigì wìsin nigì pimose nigì minikwe nigì-
wewebinābi

Across

1. I was going
2. I was singing
4. I was eating
8. I was drinking
10. I was splitting wood
11. I was tired
12. I was sitting
13. I was cooking
14. I was sick

Down

1. I was sleeping
3. I was making fire
5. I was fishing
6. I was walking
7. I was playing
9. I was working

GRAMMAR NOTE

These sentences are all in First person – Past.

The grammar frame is:

Nigì _____ (verb) _____.

Ànìn ekidon _____?

How do you say _____?

Have you been wanting to learn Algonquin?

Do you know some of the language and would like to enhance it?

Are you a speaker and may be forgetting how to say some words?

I, Mariette Buckshot am hosting language socials called “Ànìn ekidon?/How do you say?”

Tuesday evenings starting at 6:30pm.

Next date: Tuesday, October 14, 2025

Where: At my place at 173 Pitobig Mikan

The language socials are about learning the language orally. By listening, repeating, and speaking with each other.

The language socials are guided by you, and the teachings will be on learning words and sentence building.

There will be no papers or handouts. You may bring notepad to write teachings, or you can record me.

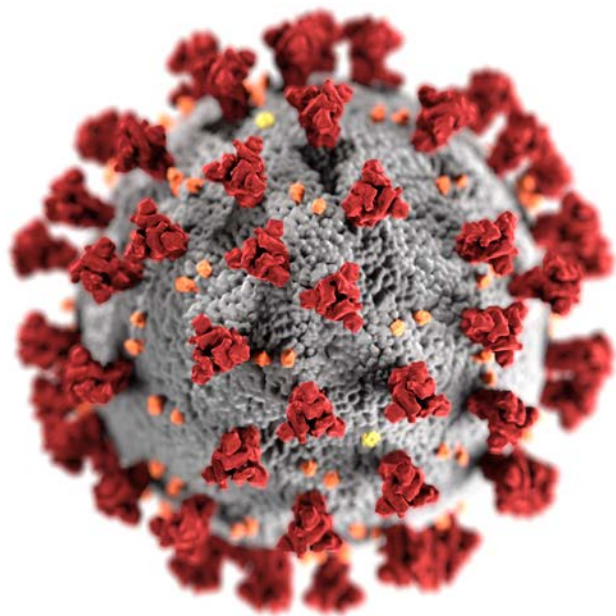
My late dad used to tell me

(kid-anishinàbkwew, àbadjìton kid-inwewin/you are Algonquin, use your language)

You can find me on Facebook Messenger as Mariette Bucks for information.

IMMUNIZATION

The influenza and COVID vaccination campaign begins on October 15



Protect yourself,
protect your loved
ones !



Did you secure your spot ?

 **819-449-3880**

Mon- Tue-Fri : 8:30 AM - 6:00 pm

Wed- Thu : 8:30 AM - 8:00 pm

Sat : 9:00 AM - 5:00 pm

Sun : 9:00 AM - 5:00 pm

177 Boul Desjardins, Maniwaki