

****Reminder****

The special general/community band
Meeting for the Housing Applications will
be held at the Community Hall on

November 2, 2025

Time: **12:00pm to 2:00pm**

The housing selection date is

November 4, 2025.





KITIGAN ZIBI ANISHINABEG

FOR IMMEDIATE RELEASE

October 29, 2025

Kitigan Zibi Anishinabeg Files Historic Aboriginal Title Claim in Québec Superior Court

Maniwaki, Québec — Kitigan Zibi Anishinabeg (KZ) has filed a landmark Aboriginal title claim in the Superior Court of Québec, seeking formal recognition of its constitutional rights to ancestral lands long occupied and stewarded by the Algonquin Anishinabe Nation.

KZ is asking the Court to confirm and declare that it holds Aboriginal title over eight areas of its unceded territory, including islands along the Kichi Sibi (Ottawa River), Gatineau Park, parts of the City of Gatineau, lands adjacent to KZ's present-day reserve, the Baskatong Reservoir and surrounding area, and the Réserve faunique de Papineau-Labelle. The Nation's claim is grounded in centuries of continuous occupation, oral history, and documentary evidence of Crown promises dating back to the Royal Proclamation of 1763 and the Treaty of Swegatchy.

In addition to a declaration of Aboriginal title, KZ seeks \$5 billion in damages for the Crown's violations of its constitutionally protected rights and to restore the honour of the Crown for the future, as well as punitive damages against Québec and Hydro-Québec for infringements under the Québec Charter of Human Rights and Freedoms. This includes compensation for the flooding of KZ's Aboriginal title lands in the Baskatong area in 1927, which displaced KZ families who were living there.

The Québec Title Claim complements KZ's ongoing title claim in Ontario, filed in 2016, which seeks similar recognition for lands on the Ontario side of the Kichi Sibi. Together, these actions challenge the colonial borders that divided the Nation's territory and aim to advance reconciliation, self-determination, and a renewed Nation-to-Nation relationship.

Quote from KZ Chief

"This case is about restoring justice and honour between our Nation and the Crown," said Chief Jean-Guy Whiteduck. "Our people have never surrendered our lands. We have always been the stewards of Algonquin Anishinabeg Aki. This claim asks the court to require Canada and Québec to live up to their promises and to the spirit of reconciliation."

Media Contact:

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Backgrounder: Kitigan Zibi Title Claim

Kitigan Zibi Anishinabeg's Québec Aboriginal Title Claim

Filed: October 24, 2025 — Superior Court of Québec

Overview

The Kitigan Zibi Anishinabeg (KZ) have launched a major Aboriginal title claim before the Superior Court of Québec. The claim seeks legal recognition of KZ's constitutional right of ownership and stewardship over parts of its traditional territory in western Québec.

For generations, KZ and its ancestors, members of the Algonquin Anishinabe Nation, have lived along the Kichissippi (Ottawa River) and its tributaries. The Nation's history, language, and laws are deeply tied to this land and water network, which has sustained their people for thousands of years.

KZ's leadership says this case is about righting historic wrongs, restoring the honour of the Crown, and advancing reconciliation through the courts.

What is Aboriginal Title?

Aboriginal title is a collective right of ownership held by an Indigenous nation over its ancestral lands. It is protected under section 35 of the Constitution Act, 1982. Aboriginal title recognizes that Indigenous peoples have lived on and managed their territories since long before European settlement, and that their rights to those lands did not disappear when the Crown asserted sovereignty.

A declaration of Aboriginal title means that the Indigenous nation has the right to decide how the land is used, to benefit economically from it, and to protect it for future generations — much like any other property owner, but within the framework of Indigenous law and collective stewardship.

In Canada, only a handful of Aboriginal title declarations have been issued by courts, all in British Columbia — notably in the *Tsilhqot'in Nation v. British Columbia* (2014) and *Cowichan Tribes v. Canada* (2025) decisions. The Kitigan Zibi case could set the first precedent for Québec.

What the Claim Seeks

The Québec claim asks the Court for two key remedies:

1. A declaration of Aboriginal title over eight specific areas in KZ's traditional territory, collectively referred to as the "Title Lands."
2. Financial compensation for violations of those rights, totaling \$5 billion in compensatory damages and punitive damages in an amount to be determined by the court.

The claim also seeks declarations that the Crown breached solemn promises made to KZ's ancestors under the Treaty of Sagagatchy (also known as the Treaty of Oswegatchie), the Royal Proclamation of 1763, and other historic undertakings that guaranteed the protection of Algonquin lands.

The Lands in Question

The Title Lands identified in the claim cover eight distinct areas within western Québec. They include:

- Islands in the Ottawa River — such as l'île aux Allumettes, l'île Morrison, l'île Reid, l'île Fitzpatrick, l'île Marcotte, and Kettle Island;
- Gatineau Park and certain adjoining lands in the City of Gatineau;
- The Baskatong Reservoir and surrounding areas, including lands flooded by the creation of the Mercier hydro-electric dam in 1927;
- ZEC Bras-Coupé-Désert and ZEC Pontiac; and
- Réserve faunique de Papineau-Labelle.

These lands represent a fraction of the Algonquin Anishinabeg's ancestral territory, known as Algonquin Anishinabeg Aki. The claim does not target private landowners; rather, it seeks a Nation-to-Nation process to reconcile private property rights with KZ's Aboriginal title.

Historical Context

The Kitchi Sibi Anishinabeg trace their relationship with the Crown back to the early days of French settlement. The Algonquin Anishinabeg were allies and trading partners of the French, and later entered into peace and friendship agreements with the British.

In 1760, the Algonquin Anishinabeg allied with the British in exchange for formal promises that their lands would be protected. These commitments were reaffirmed in the Royal Proclamation of 1763, which declared that Indigenous nations would not be "molested or disturbed" in their territories unless those lands were lawfully ceded to the Crown.

Despite those promises, waves of colonial settlement and resource development followed. Letters Patent were issued to settlers on Algonquin lands, often in defiance of the Crown's own laws. Over time, large parts of KZ's territory were taken for forestry, hydroelectric projects, and recreational use — including the creation of Gatineau Park and the Baskatong Reservoir.

KZ's current reserve, established in 1853 near Maniwaki, covers only a small portion of its ancestral lands. Large portions of KZ's territory were sold by the Crown to private landowners without consulting KZ or obtaining KZ's consent.

Why Québec and Ontario

KZ's traditional territory spans both sides of the Kichi Sibi, crossing the modern boundary between Ontario and Québec. Because land title is governed by provincial jurisdiction, the Nation must bring separate legal actions in each province.

The Ontario Title Claim, filed in 2016, covers lands in and around the National Capital Region — including parts of Ottawa and several islands in the Ottawa River. The newly filed Québec Title Claim addresses the territory on the north side of the river.

Together, the two claims aim to reunite a homeland divided by a colonial border and to affirm the Algonquin Anishinabeg's enduring connection to both sides of the river.

Why It Matters

This case could reshape the legal landscape for Indigenous rights in Québec. A declaration of Aboriginal title in the province would set a national precedent, clarifying how section 35 of the Constitution applies east of the Ottawa River and establishing how Québec courts interpret Indigenous land rights. The case will also address the question of how Indigenous peoples should be compensated for unjustified infringements of their constitutionally protected Aboriginal title rights.

Beyond its legal implications, the case speaks to broader issues of reconciliation and self-determination. KZ's leadership emphasizes that recognition of Aboriginal title is not only about restitution, but also about building a respectful, Nation-to-Nation relationship with Canada and Québec.

If successful, the claim could open the door to new partnerships in land management, environmental stewardship, and sustainable development — grounded in Indigenous law and values.

Next Steps

The case will proceed through the Québec Superior Court in coming months. Aboriginal title cases are complex and often take years to resolve, involving extensive historical and expert evidence.

KZ's leadership views the claim as a generational effort to restore the rights of its people and secure a sustainable future for its descendants.



KITIGAN ZIBI ANISHINABEG

POUR DIFFUSION IMMÉDIATE

29 octobre 2025

La Nation algonquine de Kitigan Zibi Anishinabeg dépose une action historique en reconnaissance du titre ancestral à la Cour supérieure du Québec

Maniwaki (Québec) — La Nation algonquine de Kitigan Zibi Anishinabeg (KZ) a déposé une action majeure en reconnaissance du titre ancestral devant la Cour supérieure du Québec, afin d'obtenir la reconnaissance officielle de ses droits constitutionnels sur des terres ancestrales occupées et protégées depuis des temps immémoriaux par la Nation algonquine Anishinabe.

KZ demande à la Cour de confirmer et déclarer qu'elle détient le titre ancestral sur huit zones de son territoire non cédé, incluant des îles le long du Kichi Sibi (rivière des Outaouais), le parc de la Gatineau, certaines parties de la Ville de Gatineau, des terres adjacentes à la réserve actuelle de KZ, le réservoir Baskatong et ses environs, ainsi que la Réserve faunique de Papineau-Labelle. Sa revendication repose sur des siècles d'occupation continue, sur l'histoire orale, ainsi que sur des documents attestant des promesses de la Couronne remontant à la Proclamation royale de 1763 et au Traité de Swegatchy.

En plus d'une déclaration de titre ancestral, KZ réclame 5 milliards de dollars en dommages pour les violations par la Couronne de ses droits protégés par la Constitution et afin de restaurer l'honneur de la Couronne pour l'avenir, ainsi que des dommages-intérêts punitifs contre le Québec et Hydro-Québec pour des atteintes à la Charte québécoise des droits et libertés de la personne. Cela comprend une compensation pour l'inondation de terres visées par le titre ancestral dans la région du Baskatong en 1927, qui a forcé le déplacement de familles de KZ qui y vivaient.

La revendication déposée au Québec complète l'action actuellement en cours en Ontario, lancée en 2016, qui vise une reconnaissance similaire sur la rive ontarienne du Kichi Sibi. Ensemble, ces démarches contestent les frontières coloniales qui ont divisé le territoire de la Nation et visent à faire progresser la réconciliation, l'autodétermination et une relation renouvelée de Nation à Nation.

Citation du chef KZ

« Cette cause vise à restaurer la justice et l'honneur entre notre Nation et la Couronne, a déclaré le chef Jean-Guy Whiteduck. Notre peuple n'a jamais cédé nos terres. Nous avons toujours été les gardiens d'Algonquin Anishinabeg Aki. Cette revendication demande au tribunal d'obliger le Canada et le Québec à respecter leurs promesses et l'esprit de réconciliation. »

Contact pour les médias:

Nicolas Ruszkowski
Cellulaire : 343-998-9857
Courriel : nic@opencurrent.group

Fiche d'information: Revendication territoriale de Kitigan Zibi

Revendication du titre ancestral au Québec — Kitigan Zibi Anishinabeg

Déposée : 24 octobre 2025 — Cour supérieure du Québec

Aperçu

La Nation Kitigan Zibi Anishinabeg (KZ) a déposé une action majeure en reconnaissance du titre ancestral devant la Cour supérieure du Québec. L'action vise la reconnaissance juridique du droit constitutionnel de KZ à la propriété et à la gouvernance de parties de son territoire traditionnel dans l'Ouest du Québec.

Depuis des générations, KZ et ses ancêtres, membres de la Nation algonquienne Anishinabe, vivent le long du Kichi Sibi (rivière des Outaouais) et de ses affluents. L'histoire, la langue et les lois de la Nation sont profondément liées à ce réseau de rames et d'eaux, qui soutient son peuple depuis des millénaires.

Selon la direction de KZ, l'action vise à corriger des injustices historiques, à restaurer l'honneur de la Couronne et à faire progresser la réconciliation par le système judiciaire.

Qu'est-ce que le titre ancestral?

Le titre ancestral est un droit collectif de propriété détenu par une nation autochtone sur ses terres ancestrales. Il est protégé par l'article 35 de la Loi constitutionnelle de 1982. Le titre ancestral reconnaît que les peuples autochtones occupaient et géraient leurs territoires bien avant la colonisation européenne, et que leurs droits n'ont pas disparu lorsque la Couronne a affirmé sa souveraineté.

Une déclaration de titre ancestral signifie que la nation autochtone a le droit de décider de l'utilisation des terres, d'en tirer des avantages économiques, et de les protéger pour les générations futures — un droit comparable à celui de tout autre propriétaire, mais exercé dans le cadre du droit autochtone et de la gouvernance collective.

Au Canada, seules quelques déclarations de titre ancestral ont été émises par les tribunaux, toutes en Colombie-Britannique — notamment dans *Tsilhqot'in Nation c. Colombie-Britannique* (2014) et *Cowichan Tribes c. Canada* (2025). La cause de Kitigan Zibi pourrait établir le premier précédent au Québec.

Ce que demande l'action

La revendication déposée au Québec demande deux réparations principales :

1. Une déclaration du titre ancestral sur huit zones du territoire traditionnel de KZ, collectivement appelées les « Territoires visés par le titre »;
2. Une compensation financière pour les violations de ces droits, totalisant 5 milliards de dollars en dommages compensatoires, ainsi que des dommages-intérêts punitifs à être déterminés par la Cour.

La revendication demande aussi des déclarations selon lesquelles la Couronne a violé des promesses solennelles faites aux ancêtres de KZ en vertu du Traité de Swegatchy (ou Traité d'Oswegatchie), de la Proclamation royale de 1763, et d'autres engagements historiques garantissant la protection des terres algonquines.

Les territoires visés

Les Territoires visés comprennent huit zones distinctes de l'Ouest du Québec. Elles incluent :

- Des îles de la rivière des Outaouais, dont l'île aux Allumettes, l'île Morrison, l'île Reid, l'île Fitzpatrick, l'île Marcotte et l'île Kettle;
- Le parc de la Gatineau et certaines terres attenantes dans la Ville de Gatineau;
- Le réservoir Baskatong et ses environs, incluant des terres inondées lors de la création du barrage hydroélectrique Mercier en 1927;
- La ZEC Bras-Coupé-Désert et la ZEC Pontiac; et
- La Réserve faunique de Papineau-Labelle.

Ces terres ne représentent qu'une fraction du territoire ancestral du peuple algonquin Anishinabeg, connu sous le nom d'Algonquin Anishinabeg Aki. La revendication ne vise pas les propriétaires privés; elle cherche un processus de Nation à Nation pour concilier les droits de propriété privés avec le titre ancestral de KZ.

Contexte historique

Les relations entre la Nation Kikiga Zibi Anishinabeg et la Couronne remontent au début de la colonisation française. Les Algonquins Anishinabeg étaient alliés et partenaires commerciaux des Français, puis ont conclu des traités de paix et d'amitié avec les Britanniques.

En 1760, les Algonquins Anishinabeg s'allient aux Britanniques en échange de promesses formelles de protection de leurs terres. Ces engagements sont réaffirmés dans la Proclamation royale de 1763, qui stipule que les nations autochtones ne doivent pas être « inquiétées ou perturbées » dans leurs territoires, à moins que ces terres ne soient cédées légalement à la Couronne.

Malgré ces promesses, des vagues d'occupation coloniale et d'exploitation des ressources ont suivi. Des lettres patentes ont été accordées à des colons sur les terres algonquines, souvent en violation des propres lois de la Couronne. De vastes portions du territoire de KZ ont été prises pour l'exploitation forestière, des projets hydroélectriques et des activités récréatives — dont la création du parc de la Gatineau et du réservoir Baskatong.

La réserve actuelle de KZ, établie en 1853 près de Maniwaki, ne couvre qu'une petite partie de ses terres ancestrales. De grandes portions du territoire ont été vendues par la Couronne à des propriétaires privés sans consulter KZ ni obtenir son consentement.

Pourquoi le Québec et l'Ontario

Le territoire traditionnel de KZ se trouve des deux côtés du Kichi Sibi, traversant l'actuelle frontière entre le Québec et l'Ontario. Comme le régime foncier relève des provinces, la Nation doit entreprendre des procédures juridiques distinctes dans chacune.

L'action déposée en Ontario en 2016 couvre des terres dans la région de la capitale nationale, incluant des parties d'Ottawa et plusieurs îles de la rivière des Outaouais. La nouvelle action déposée au Québec concerne la rive nord.

Ensemble, ces démarches visent à réunifier un territoire divisé par une frontière coloniale et à affirmer le lien continu du peuple algonquin Anishinabeg avec les deux rives du fleuve.

Pourquoi c'est important

Cette cause pourrait redéfinir le droit relatif aux peuples autochtones au Québec. Une déclaration de titre ancestral dans la province établirait un précédent national, en clarifiant l'application de l'article 35 de la Constitution à l'est de la rivière des Outaouais et en précisant l'interprétation des droits fonciers autochtones par les tribunaux québécois. La cause abordera également la question de l'indemnisation des peuples autochtones pour des atteintes injustifiées à leurs droits protégés par la Constitution.

Au-delà de ses implications juridiques, la cause touche des enjeux plus larges de réconciliation et d'autodétermination. La direction de KZ souligne que la reconnaissance du titre ancestral n'est pas seulement une question de réparation, mais aussi de construction d'une relation respectueuse de Nation à Nation avec le Canada et le Québec.

En cas de succès, la revendication pourrait ouvrir la voie à de nouveaux partenariats en cogestion des terres, en protection de l'environnement et en développement durable — fondés sur le droit autochtone et les valeurs de la Nation.

Prochaines étapes

La cause suivra son cours devant la Cour supérieure du Québec dans les prochains mois. Les actions en reconnaissance du titre ancestral sont complexes et s'étendent souvent sur plusieurs années, en raison de l'ampleur de la preuve historique et experte.

La direction de KZ considère l'action comme un effort générationnel pour restaurer les droits de son peuple et assurer un avenir durable à ses descendants.



KITIGAN ZIBI ANISHINABEG

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

October 30, 2025

JOB OPPORTUNITY – 1st Posting

POSITION:	Office Mail Courier
LOCATION:	Kitigan Zibi Anishinabeg
WORK SCHEDULE:	35 hours per work week, Monday to Friday
TERM:	Renewable Term Contract – Rotational (26 weeks)
SALARY:	\$21.45/hour
DEADLINE:	November 14, 2025

SUMMARY:

Reporting to the Community Services Director, the KZA Courier plays an important role in keeping things running smoothly across all Kitigan Zibi Anishinabeg (KZA) sectors. This position is responsible for providing dependable courier and messenger services for the KZA Band Council and all KZA departments. Pick up and deliver inter-office mail and packages for all KZA sectors, including daily runs to and from Canada Post. Key responsibilities include: Get postage rates and help prepare express post mail-outs, assist with large mail-outs sent to KZA band members, deliver weekly KZA flyers to all homes in the community, obtain quotes and help coordinate maintenance or repairs for the KZA vehicle.

PREAMBLE:

If you are interested in applying for this position and are able to demonstrate that you meet the essential qualifications, please present your updated resume, proof of education/training and a copy of your driver's license to the attention of **Myra Dumont, Human Resource Advisor**, at Kitigan Zibi Health and Social Services, 8 Kikinamge Mikan, Maniwaki, Quebec, by, **Friday November 14, 2025 at 11:00 a.m.**

Contact Information:

Address: 8 Kikinamge Mikan, Maniwaki, Quebec J9E 3B4 (KZHSS – Health Centre)
Telephone: 819-449-5593 ext. 2015
Email: HR@kza.qc.ca or myra.dumont@kza.qc.ca

Incomplete applications will not be considered. It is the responsibility of the applicant to ensure that a complete application is submitted by the deadline. Validation may be made of your credentials and references.



Kitigan Zibi Anishinabeg Office Mail Courier JOB DESCRIPTION

GENERAL INFORMATION	
Job Title	Office Mail Courier-Seasonal
Category	Technical
Sectors	Administration (Multi-Sector: KZA, KZHSS, KZES, KZPD, and Finance Department)
Terms:	Renewable Term (November-May), Twenty-Six (26) Weeks (Rotational Basis)
Hours	Regular (35 Hours) Monday-Friday 8 am - 4pm and varied hours. May be subject to modified hours
Salary	\$21.45 per hour
Immediate supervisor	Community Services Director
Date of job description	October 2025
JOB SUMMARY	
- Under supervision of the Community Services Director, the KZA Courier is responsible for delivering professional messenger services required by all KZA sectors and the KZA Band Council including; - Delivery of all KZA inter-office mail and packages for all Kitigan Zibi Anishinabeg sectors; including Canada Posts pick-up and delivery daily; - Acquires postage pricing to process express post mail outs; - Assists with large scale mail outs to KZA band members; - Delivery of KZA weekly flyers to all KZA homes; - Obtains estimates for maintaining/repairing KZA mail courier vehicle.	

RESPONSIBILITIES	KEY DUTIES
Provides courier services to KZA offices and to KZA Band Council	- Picks up and delivers mail to each KZA sector office daily; - Provide courier messenger services to all service sectors; - Obtains KZA Band Council authorizations for all transactions requiring signing authority in a timely manner; - Delivers mail to community and other establishments such as the Wanaki Centre, the AANTC Tribal Council, community businesses, etc.; - Hand delivers special mail and deliveries to KZA members from KZA sectors; - Schedules daily routes efficiently to save on gas costs.
Flyer delivery	- Picks up flyers from offices and delivers to printing company for print run; - Delivers weekly and special flyers to each household on all community roads.
Maintenance of courier vehicle	- Ensures that the KZA vehicle used for KZA Office Mail courier services is well maintained and ensures ongoing maintenance; - Reports any problems or accidents with KZA vehicle to supervisor for insurance purposes.

ACCOUNTABILITY	
	• Accountable for ensuring the professional delivery of courier services within all KZA sectors including the KZA Administration, Finance, Education, Policing, Health and Social Services sectors; • Accountable for ensuring the safe and portable management of documents in one's possession in accordance with privacy and confidentiality standards of persons in a similar occupation; • Accountable for continual maintenance of KZA vehicle.

WORKING RELATIONSHIPS	
Interpersonal relationships	• Maintains proper working relationships with colleagues, clients and community members when delivering mail; • Exercises professionalism and discretion when delivering of all mail and packages.
Team work	• Interacts as part of the overall team of all KZA sectors.
External communications	• Communicates daily with the general public, clients and community members; • Daily communication with Canada Posts and external clients.
Negotiations	• Not applicable
Training	• Attends professional development and safety training.

ENVIRONMENTAL FACTORS	
Deadlines	• Ensures delivery of flyers according to set schedule; • Ensures efficient delivery of all mail and packages in a timely manner and according to schedule; • Acquires authorizations from Service Sector Directors and the KZA Band Council in a timely manner.
Mental and physical effort	• Multi-tasking and prioritization of mail services according to various deadlines throughout the day; • Ensures constant movement of mail service in KZA; • Must be able to carry seventy (70) pounds or more.
Working conditions	• Regular schedule. A varied schedule when delivering special flyers; • Required to stand in and out of a vehicle on local roads and on Highway 105 daily; • Required to be conscientious and practice safety standards at all times; • Required to drive on isolated roads; • Required to drive in inclement weather.
Cultural competency	• Awareness and knowledge of Kitigan Zibi Anishinabeg culture and community; • Awareness of local KZA roads, buildings and residential homes and businesses.

QUALIFICATIONS REQUIRED	
Education and experience	• High School Diploma or equivalent education and experience is required; • Valid Quebec Driver's Licence with three years of driving experience; • Prior work experience in dealing with the general public.
Skills and knowledge	• Ability to read and write in English at a competent level; • Ability to communicate orally in English ; • Ability to read maps and take route directions;
Conditions of employment	• Enhanced reliability check will be required in order to be considered for the position; • Valid Driver's Licence is required and ability to maintain throughout employment; • Continued use of safety light on KZA vehicle and own cell phone is required;
Assets	• Communication in Algonquin would be an asset. • Knowledge of Kitigan Zibi culture a strong asset.

KZA RECYCLE/GARBAGE SCHEDULE

November 2025 – February 2026

 COLLECTION DAY

☐ GARBAGE PICKUP

NOVEMBER 2025

S	M	T	W	T	F	S
			☐ 29	30	31	1
2	3	4		6	7	8
9	10	11	☐ 12	13	14	15
16	17	18		20	21	22
23	24	25	☐ 26	27	28	29
30						

DECEMBER 2025

S	M	T	W	T	F	S
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7	8	9	☐ 10	11	12	13
14	15	16		18	19	20
21	22	☐ 23	24	25	26	27
28	29		31			

JANUARY 2026

S	M	T	W	T	F	S
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4	5	6	☐ 7	8	9	10
11	12	13		15	16	17
18	19	20	☐ 21	22	23	24
25	26	27		29	30	31

FEBRUARY 2026

S	M	T	W	T	F	S
1	2	3	☐ 4	5	6	7
8	9	10		12	13	14
15	16	17	☐ 18	19	20	21
22	23	24		26	27	28

To avoid your garbage bin from getting too full ...
PLEASE RECYCLE



JOB OPPORTUNITY – 1st POSTING

October 22, 2025

POSITION:	KZHSS Janitor (2)
LOCATION:	As designated by KZHSS
WORK SCHEDULE:	40 hours a week. May vary at times
TERM:	Indeterminate. 6-month probationary period that can be extended to one year less a day if required.
SALARY:	Level 3 (\$44,336.52-\$55,454.71) Starting Range to be determined, based on experience

Summary:

Under the Supervision of the KZHSS Director or Designate, the KZHSS Janitor cleans and maintains designated KZHSS building (can be ANY of the KZHSS buildings including but not limited to the Health Centre, Nicholas Stevens Centre, Ôde Widôkâkazowin, Kiweda, Wanaki Shack, Senior Care Centre, Waseya House, Fitness Centre, etc.) and adheres to leading infection prevention and control practices, in the interest of promoting health and creating a safe and sanitary work place for clients and staff.

Forward your Application to:

If you are interested in applying for this position and are able to demonstrate that you meet the basic requirements, please present the following: cover letter, updated resume, proof of education/training, contact information for 3 references, and copy of your driver's license to the attention of **Myra Dumont – Human Resources Advisor, Kitigan Zibi Health Centre, 8 Kikinamag Mikan, Maniwaki, Quebec J9E 3B1** or email at myra.dumont@kza.qc.ca. The deadline is **Wednesday, November 5, at 11:00am (EST)**.

For further information regarding this position please contact Victoria Tenasco, Director at 819-449-5593 ex. 2002.

Preference will be given to Kitigan Zibi Anishinabeg Band members in accordance with the Kitigan Zibi Anishinabeg's Preferential Hiring Policy. It is the responsibility of the applicant to ensure that a complete application is submitted by the deadline. A screening process will be conducted, followed by interviews. Validation may be made of your credentials and references including Social Networking sites. To ensure fairness, all applications will be assessed without conflict of interest.



KITIGAN ZIBI HEALTH & SOCIAL SERVICES

Kitigan Zibi Health and Social Services Janitor Job Description

GENERAL INFORMATION

Job Title : Kitigan Zibi Health and Social Services Janitor
Category : Maintenance/Labour
Sector : Kitigan Zibi Health & Social Services
Location : As designated by KZHSS Director
Terms : Indeterminate
Hours : 40 hours per week
Salary : KZA Salary Scale Level 3. Range negotiable

Immediate Supervisor : KZHSS Director or Designate

Date of Job : October 2025

Description :

KZHSS MISSION STATEMENT

Kitigan Zibi Health and Social Services offers a safe, equitable, and quality current service practice with qualified community professionals to encourage Kitigan Zibi Anishinabeg community members to take charge of their own health.

CLIENT SERVICE RESULTS

Under the Supervision of the KZHSS Director or Designate, the KZHSS Janitor cleans and maintains designated KZHSS building (can be ANY of the KZHSS buildings including but not limited to the Health Centre, Nicholas Stevens Centre, Ôde Widôkâkazowin, Kiweda, Wanaki Shack, Senior Care Centre, Waseya House, Fitness Centre, etc.) and adheres to leading infection prevention and control practices, in the interest of promoting health and creating a safe and sanitary work place for clients and staff.

KEY DUTIES

- Follows a weekly cleaning schedule to clean, disinfect and sanitize the KZHSS building according to infection prevention and control principles and procedures:
 - Collects and disposes of garbage and recyclables in appropriate bins
 - Floors: sweeps and washes floors and stairways; deep cleans when required
 - Bathrooms: cleans, disinfects and sanitizes all surfaces.
 - Offices, kitchen and main areas: Cleans, disinfects, sanitizes and polishes furniture and surfaces using appropriate products.
 - Windows: cleans exterior/interior windows where accessible.
 - Supplies: stocks sanitations supplies/dispensers (e.g. toilet paper, hand sanitizer, etc.)
 - Entrances: keeps clear of debris, snow and/or other hazards.

- o Maintenance according to manufacturer's instructions: power tools, industrial cleaning equipment. ▪ Building maintenance and minor repairs: - o Interior: replacing light bulbs, fuses air conditioning and heating components (eg. filters); ensures control of vermin and insects. - o Exterior: minor ground maintenance and reports vandalism. - o Maintains janitorial storage area in clean, tidy and hazard-free manner; keeps well-stocked inventory of cleaning supplies; launders rags/mop heads for re-use; inspects reports and follows up on any safety hazards. - o Assists with set-up of facilities for various activities (e.g. conferences, meetings, events); moves furniture, supplies, and equipment.
KNOWLEDGE AND SKILLS
▪ Knowledge of KZA/KZHSS policies, including KZHSS Policies and Procedures Manual, KZA Human Resources Manual, and KZA Code of Ethics, KZHSS Professional Code of Ethics. ▪ Knowledge of infection, prevention and control principles and procedures; ▪ Knowledge of building repair and maintenance procedures; ▪ Knowledge of appropriate use of cleaning products, personal protective equipment and WHMIS principles. ▪ Knowledge of effective and efficient electrical building systems and their components (e.g. heating/cooling, air quality, etc.) for optimal comfort within the building. ▪ Ability to uphold and promote KZHSS values, philosophy, ethics and integrity. ▪ Ability to maintain professionalism, discretion and confidentiality at all times.

CONTACTS
• Establish and maintain a working relationship with community resources, community members and partners.

MANAGERIAL/SUPERVISORY	
Human Resources:	▪ Plans, assigns, and supervises students and/or temporary help
Financial Resources:	Not applicable in this position.
Material Resources:	▪ Controls inventory/stock of cleaning supplies and refillable sanitation products.

ENVIRONMENTAL FACTORS	
Psychological and Physical Effort:	▪ Requires good physical condition to lift heavy objects, push industrial cleaning equipment; ▪ Good balance to climb on ladders
Working Conditions:	▪ Works both indoors and outdoors ▪ May have staff in building during shift and may be required to work alone ▪ May be required to drive a truck for snow removal; or a truck and trailer for transporting heavy objects. ▪ The incumbent of this position may come into contact with communicable diseases, and body fluids such as, but not limited to, vomit, blood, spittle, urine and feces.

	▪ May be required to receive updated training and/or attend safety meetings.
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INCUMBENT QUALIFICATIONS	
Education and Experience	▪ Completion of secondary school.
INCUMBENT COMPETENCIES	
Knowledge:	▪ Knowledge and awareness of KZA culture and community.
Abilities:	▪ Ability to work fluently in English; ▪ Ability to work independently; ▪ Willingness to receive updated training; ▪ Legally able to work in Canada.
Personal Suitability:	▪ Discretion, diplomacy, and confidentiality; ▪ Reliability; ▪ Ability to maintain healthy professionalism and respect for staff, colleagues and clients; ▪ Possess stress management and time management skills.
Certification/Licenses to maintain for duration of employment:	▪ Valid driver's license for the duration of employment. (An employee must have three years driving experience and be the age of 21 in order to be an insured driver with a band vehicle) ▪ Criminal record verification will be required if considered for the position. The incumbent must not possess any criminal record (s) related to working in the profession and maintain throughout employment; ▪ Medical certificate of good health if considered for the position; ▪ Valid First Aid and CPR Training Certification or ability to undergo training within 3 months of being hired; ▪ Must follow all safety precautions and protocols.

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

Blood Work Clinic is canceled :

- ~~• October 23, 2025~~
- October 28-30, 2025
- November 6-18, 2025
- November 20, 2025
- December 4, 2025
- December 11, 2025

Nurses will be absent for training purposes and vaccination clinics

**We apologize for
this inconvenience.**





Pidāban Midwifery
8 Kikinamag Mikan, Kitigan Zibi QC J9E 3B1
(O)819-449-5593 (C) 819-616-0207
(F)819-449-6916

Centre intégré
de santé
et de services sociaux
des Laurentides
Québec 

Kwey Kakina,

It is with great sadness that I am announcing my official departure from Pidāban Midwifery as of November 14, 2025.

It has always been my dream to offer midwifery services to the women and families of Kitigan Zibi, as well as to the indigenous population of the surrounding area. It was with great pleasure to have developed the program and have delivered my services to 34 women and families, not including the post-partum care to women and babies who followed doctors in their pregnancy.

This does not mean that midwifery services will end in Kitigan Zibi. Pidāban Midwifery will continue to offer services for those who wish to receive compassionate, evidence-based, and culturally safe pregnancy, birth, and post-partum care. Anyone who wants midwifery care in their pregnancy can still call the Health Centre and leave their name with either the new midwife or myself until I leave.

After careful selection, Pidāban Midwifery has chosen a well-suited person to step into the role of Kitigan Zibi's midwife who has experience working with the marginalized, the vulnerable, and the Indigenous population. She is very aware of our culture, our beliefs, and of course our collective traumas. I am confident that she will be a great asset to Pidāban Midwifery and to the families of Kitigan Zibi.

With great love and affection, Mandy Commonda

Please let me introduce to you Sara-Michelle Bresse....



Sara-Michelle has been a midwife since 2015. She was born in Alberta, but most of her adult life has been living in Quebec, and more recently in the Outaouais region.

She has worked in Montreal and Gatineau and in the Cree community of Chisasibi in the James Bay region.

She is also a mother of three and loves swimming in lakes and rivers and playing guitar.

She is looking forward to getting to the people and families of Kitigan Zibi.

Ode Halloween Week Activities

OCTOBER 27 - 31 2025



27

Monday

Fitness First: 9am-11am
Pickleball: 6pm-8pm



28

Tuesday

Halloween Bowling: 6pm-8pm
Yoga: 7pm-8pm



29

Wednesday

Fitness First: 9am-11am
Bigger Brain than Colten & Kane
12:30pm
Open Gym: 6pm-8pm
** Decoration Contest Deadline **



30

Thursday

Halloween Costume Volleyball:
6pm-8pm
Halloween Decoration Contest



31

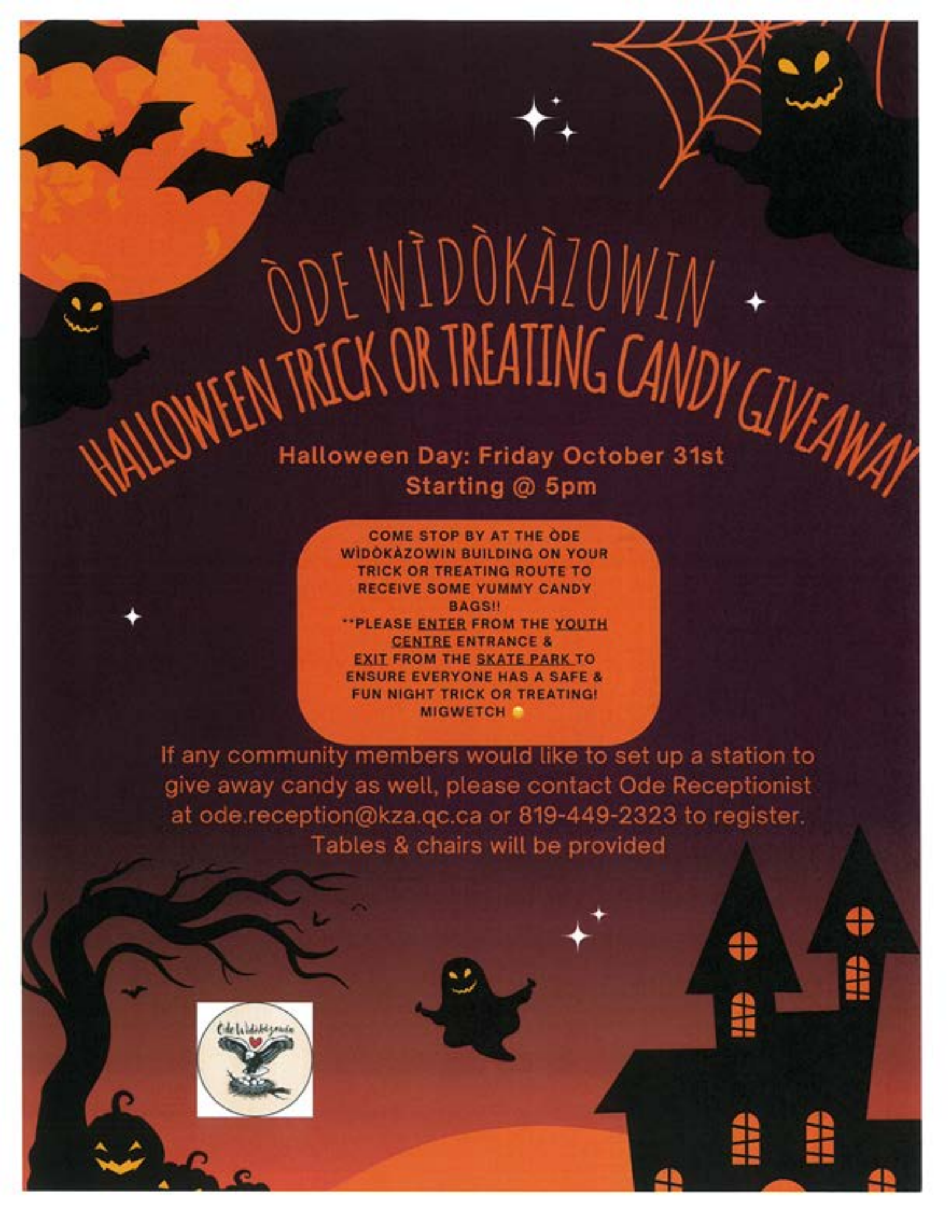
Friday

Halloween!!

Fitness First: 9am-11am
Trick or Treating Candy
Giveaway



For anymore information regarding these activities. please contact the Ode Receptionist @ 819-449-2323 or Sports & Recreation Kane or Colten ext. 2004 / 2008



ODE WIDÒKÀZOWIN HALLOWEEN TRICK OR TREATING CANDY GIVEAWAY

Halloween Day: Friday October 31st
Starting @ 5pm

COME STOP BY AT THE ODE
WIDÒKÀZOWIN BUILDING ON YOUR
TRICK OR TREATING ROUTE TO
RECEIVE SOME YUMMY CANDY
BAGS!!

****PLEASE ENTER FROM THE YOUTH
CENTRE ENTRANCE &
EXIT FROM THE SKATE PARK TO
ENSURE EVERYONE HAS A SAFE &
FUN NIGHT TRICK OR TREATING!
MIGWETCH 🍁**

If any community members would like to set up a station to
give away candy as well, please contact Ode Receptionist
at ode.reception@kza.qc.ca or 819-449-2323 to register.

Tables & chairs will be provided



Endong Senior Activities November 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Transportation to and from Endong Senior Meals & Activities (55+) is available. Please call Rooney Tenasco at 819-449-8372 to arrange transportation for these activities at the Hall. Migwetch						1
2	3	4 KZHSS Health Director Visit	5	6	7	8
9	10 	11 Holiday	12	13 Nutrition Talks with Marie-Eve 10am Mini Bingo	14	15
16	17	18 NNADAP with Darren 930am DVD Entertainment	19 Medical Transportation with Candice 1130	20	21	22
23	24	25 Joey's IT Information Session 1pm	26	27 Nutrition Talks with Marie-Eve 930am Diabetic Bingo Mini Bingo	28	29

WEEKLY SCHEDULE

Monday
Soup & Sandwiches
Starts at 1130am



Tuesday
Breakfast 930am



Wednesday
Endong Meal 11:30am
Bingo 1pm



Thursday
Breakfast 9:30am



MOVEMBER

MEN'S HEALTH AWARENESS MONTH



**DEADLINE TO
CALL IS
NOVEMBER 7TH,
2025.**

Let's support men's health by growing a mustache
and raising awareness about prostate cancer
and mental health.

Call Kane to Register you and your MUSTACHE at
819-449-2323. Every week you must take a picture
and send to Kane.

**K.Z.H.S.S.
Presents**

INDIGENOUS NIGHT



**FIRST CALL, FIRST SERVED. YOU MUST
CALL TO RESERVE YOUR TICKETS. FOR
IMMEDIATE FAMILY ONLY.**

**SUNDAY, NOVEMBER 9TH, 2025. PUCK
DROPS AT 7:00PM. AT CANADIAN TIRE
CENTRE.**

CALL: 819-449-5593

**GRAB YOUR
TICKETS NOW!**



JOB OPPORTUNITY

Open until filled

October 16, 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 Kikinamag 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 29, 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:	Open until filled

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 Centre. **(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 Kikinamage 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.

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.



October 29, 2025

JOB OPPORTUNITY – 1st Posting

POSITION: Winter Maintenance Operator
LOCATION: Kitigan Zibi Education Sector
WORK SCHEDULE: 40 hours per week, flexible hours and weekends/holidays
TERM: Renewable Term Contract – Rotational (26 weeks)
SALARY: \$25.03 (hourly rate) Job Code # 5308. Salary to be based on experience according to the Quebec English School Salary Scale.
DEADLINE: November 14, 2025

SUMMARY:

Under the supervision of the Head of Maintenance, the Winter Maintenance Operator is responsible for ensuring the safe and effective removal of snow, ice, and debris, and for performing salting and sanding operations within designated KZES areas during periods of inclement weather.

PREAMBLE:

If you are interested in applying for this position and are able to demonstrate that you meet the essential qualifications, please present your updated cover letter, resume, a copy of your driver's license to the attention of **Myra Dumont, Human Resource Advisor**, at Kitigan Zibi Health and Social Services, 8 Kikinamge Mikan, Maniwaki, Quebec, **by, Friday November 14, 2025 at 11:00 a.m.**

Contact Information:

Address: 8 Kikinamge Mikan, Maniwaki, Quebec J9E 3B4 (KZHSS – Health Centre)
Telephone: 819-449-5593 ext. 2015
Email: HR@kza.qc.ca or myra.dumont@kza.qc.ca

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

Winter Maintenance Operator Job Description

GENERAL INFORMATION

Job Title : Winter Maintenance Operator

Category : Technical

Sector : Kitigan Zibi Education Sector

Location : Kitigan Zibi Kikinamadinan
41 Kikinamange Mikan, Maniwaki, Quebec

Terms : Seasonal

Hours : 40 hours per week, flexible hours and weekends/holidays

Salary : \$25.03 (hourly rate) Job Code # 5308. Salary to be based on experience according to the Quebec English School Salary Scale.

Immediate Supervisor : Head of Maintenance

Date of Job Description October 2025

JOB SUMMARY

Under the supervision of the Head of Maintenance, the Winter Maintenance Operator is responsible for ensuring the safe and effective removal of snow, ice, and debris, and for performing salting and sanding operations within designated KZES areas during periods of inclement weather.

KEY DUTIES

- Responsible for plowing driveways and parking lots within designated KZES areas when snowfall exceeds two (2) inches. May be required to work more than usual hours, if required;
- Shovels and clears exterior stairways and ramps at all KZES buildings as required to ensure safe access;
- Conducts daily inspections of exterior stairways and ramps, Monday through Friday, prior to 7:00 a.m., regardless of snowfall, to confirm they are safe and free of hazards;
- Completes snow removal from all designated areas by 7:00 a.m. following evening or early morning snowfall events;
- Apply sand and salt to KZES parking lots during icy conditions to maintain safe and accessible surfaces;
- Remove snow, slush, and ice from steps and pathways leading to educational buildings as needed;
- Ensure snow is not pushed against buildings or fences; use the tractor to remove snowbanks that obstruct visibility or access within parking lots;
- Schedule large-scale snow removal operations to maintain adequate parking and traffic flow throughout the winter;
- Inspect the snow plow before each use to ensure it is in proper working condition; perform minor repairs when necessary.

- Load sand or gravel for the sander at the pit as required - may be required to consult with Public Works;
- Report any issues with the snow plow truck or tractor to the Head of Maintenance immediately;
- Arrange garage appointments and ensure regular maintenance for the plow truck to keep it in optimal working order;
- May be required to do janitorial maintenance at times during the season in the event of non-snow fall periods or short winter period;
- During heavy snowstorms, report to KZES designated areas multiple times during the workday to maintain clear and safe surfaces.

ACCOUNTABLE

- Accountable for maintaining all snow removal equipment (truck, plow, sander, tractor) in safe, clean, and reliable working conditions;
- Accountable for performing and documenting regular inspections and minor maintenance on all vehicles and equipment related to the position;
- Accountable for promptly reporting any damages, malfunctions, or safety hazards to the Head of Maintenance;
- Accountable for ensuring that all parking lots, walkways, and entrances remain safe, accessible, and free from snow and ice;
- Accountable for applying sand and salt effectively to reduce hazards and maintain traction during icy conditions;
- Accountable for maintaining awareness of surroundings and ensuring the safety of students, staff, vehicles, and buses while operating equipment;
- Accountable for reporting to work during scheduled shifts and during emergency snow events as required;
- Accountable for maintaining professionalism, reliability, and a commitment to high standards of safety and service in all assigned duties.

MANAGERIAL/SUPERVISORY

Human Resources:	This position has no direct supervisory responsibilities.
Material Resources:	Responsible for the proper use, care, and maintenance of vehicles, plows, sanders, and related equipment, as well as for the efficient use of materials such as salt, sand, and fuel.

ENVIRONMENTAL FACTORS	
Psychological and Physical Effort:	- Requires frequent bending, lifting, shoveling, and carrying of materials weighing up to 50 lbs. - Requires standing, walking, and operating heavy equipment for extended periods. - May require climbing steps or ladders and performing repetitive motions. - May require working under pressure during severe weather events or time-sensitive situations. - Requires focus and vigilance to maintain safety in potentially hazardous conditions.
Working Conditions:	- Prolonged periods of standing, walking, sitting, or driving; - Potential exposure to slips, trips, and falls; - Work hours may vary significantly depending on weather and snowfall; - May be required to work early mornings, evenings, weekends, and holidays; - May be placed on-call for snow and ice removal during severe weather events; - Frequent operation of heavy equipment such as plow trucks, sanders, tractors, and snow blowers; - Work is primarily performed outdoors in varying weather conditions, including snow, ice, rain, and extreme cold; - Exposure to noise, vibration, and exhaust fumes from vehicles and equipment; - Work may be performed in low-visibility or slippery conditions; - Must adhere to all safety protocols to prevent accidents or equipment damage.

INCUMBENT QUALIFICATIONS	
Education and Experience	- Valid Class 5 Driver's Licence and clean Driver's Abstract (required). - One (1) to three (3) years of experience in snow removal, grounds maintenance, or a related field.
Asset	- Class 3 licence considered an asset; - Training in occupational health and safety, equipment operation, or snow and ice management considered an asset.
INCUMBENT COMPETENCIES	
Knowledge:	Knowledge and awareness of the KZA culture and community.
Abilities:	Respond promptly to snow and ice events, including early mornings, evenings, and weekends;

	▪ Conduct routine equipment inspections, maintenance, and minor repairs; ▪ Identify hazards and follow established safety procedures. ▪ Communicate effectively with the Head of Maintenance and other staff; ▪ Prioritize and adapt to changing weather and operational needs.
Personal Suitability:	▪ Operates equipment safely and efficiently; ▪ Demonstrates dependability, integrity, and pride in workmanship; ▪ Responds promptly to call-outs and weather changes; ▪ Maintains a positive and professional attitude when interacting with staff, students, and community members.
Certificates/Licenses to maintain for duration of employment:	▪ Valid Driver's Licence (maintained throughout employment); ▪ Enhanced Criminal Verification for vulnerable populations (no disqualifying record); ▪ Medical certificate of good health if selected for the position; ▪ Valid First Aid, CPR, and WHMIS certification (or ability to complete training within 3 months of hire).



Kitigan Zibi Anishinabeg Cultural Centre

54 Makwa Mikan, Maniwaki, Quebec J9E 3B1 Phone 819-441-1655 Fax 819-441-2665

*****BEAD MAN*****

The Bead Man from Shenendoah
Beads from Kahnawake will be at the
Cultural Centre:

Date: November 5, 2025

Time: 10:00 am to 6:00 pm

Check out the Cultural Centre
Facebook page for updated info on that
day and when he is set up.



Anishinàbemowin

Verbo

BINGO

Night

Monday
6:30pm to 8:00pm

(Verbo Bingo is held every MONDAY)

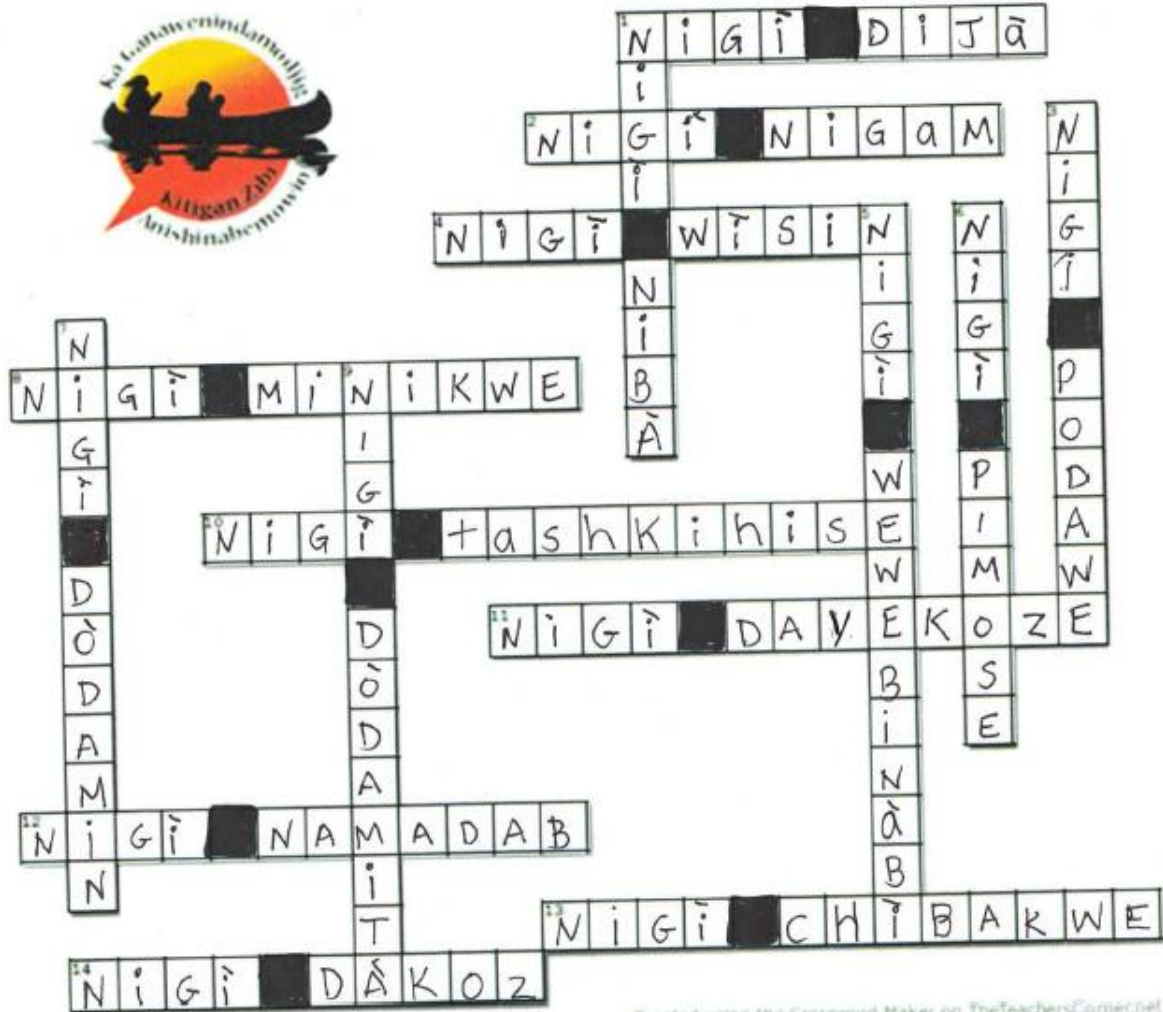
Downstairs at the Hall

Learn Anishinàbemowin verbs & conjugation rules
Fun for Seniors, children and families

Prizes to be Won!



OCTOBER GRAMMAR CONTEST ANSWERS



Created using the Crossword Maker on TheTeachersCorner.net

nigi dayekoze nigi dākoz nigi dijā nigi chibākwe nigi podawe nigi tashkihise nigi dōdāmin
nigi dōdamitā nigi nibā nigi nigam nigi namadab nigi wisin nigi pimose nigi minikwe nigi-
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:

Nigi _____ (verb) _____.

THE WINNER OF THE OCTOBER GRAMMAR CONTEST IS.....

NOLAN BUDGE!

NEW CONTEST COMING FOR NOVEMBER.

HOLY ROSARY

NOV 2 /25

11: 00 AM



MASS FOR: Verena Rae Jerome 1st anniversary from
her Godmother.

Hubert family from Marthe Hubert & Pierre
Chartrand.

Andre Gagnon from family & friends.

REMINDER
****NOTICE** NEW DATE!!!**

To: ALL SOPFEU FIREFIGHTERS

Return of Overalls

It's that time of year again to hang up the Firefighter overalls for another season!

Therefore, please return all (3 pairs) of your overalls to **Amy Morin, at the Forestry office, by Friday, October 31, 2025 by 12:00 p.m.**

If you have returned the Overalls to the SOPFEU warehouse, kindly let me know. Please note all overalls must be **SIGNED IN.**

After this date, anyone who does not return their overalls and shirt and pants will be charged **\$640.00** for the cost. An accounts receivable will be set up in your name for this amount.

NEW DEADLINE FOR RETURN: FRIDAY, OCTOBER 31, 2025.

**THANK YOU TO ALL FIREFIGHTERS FOR YOUR
SERVICE FOR THE 2025 SEASON!!**



**Plus Size
Clothing Boutique
for
Men and Women**

(Large & Extra Large - coming soon)



**60B Kichi Mikan
Maniwaki
(route 105)**



Presents

SUPER MONSTER BINGO

THURSDAY Oct 30th 2025 at 7:00 PM

\$7150 in prizes!

Cost: **\$30** for a 5 strip pad (15 Faces)

\$2 for extra Jackpot Cards (1 Strip 3 Faces)

Outlets to purchase cards:

KZ Freshmart
Wabano's Gas
KZ Gaz
Star Tobacco
Smileys
CKWE
Hawks Trading Post
Spearhead Store
Arthur's Smoke Shop
(Cards are available for purchase
starting Friday evenings. KZ
Freshmart will only sell cards the
day of the Bingo)

Game 1 – Regular Bingo \$200

Game 2 – Regular Bingo \$200

Game 3 – Regular Bingo \$200

Game 4 – Regular Bingo \$200

Game 5 – Regular Bingo \$200

Game 6 – Regular Bingo \$200

Game 7 – Regular Bingo \$200

Jackpot Game – Letter X \$750

Continuing for

Full Card \$5000

Outlets to purchase cards:

KZ Freshmart
Wabano's Gas
KZ Gaz
Star Tobacco
Smileys
CKWE
Hawks Trading Post
Spearhead Store
Arthur's Smoke Shop
(Cards are available for purchase
starting Friday evenings. KZ
Freshmart will only sell cards the
day of the Bingo)

The inside or outside corners **WILL COUNT** for a Regular Bingo

For more information, contact CKWE at 819-449-5097



THE WITCHES' COVEN OF 67 PITOBIG MIKAN

Halloween

CANDY DROP



KITIGAN ZIBI WALKING PATH



OCTOBER 31, 2025



STARTING AT 5PM

DON'T MISS THE CANDIES + CHIPS, DRINKS
AND FUN AT OUR OFF-SITE TREAT STOP!

WE'RE ALSO SERVING UP COOFFEE + POPCORN
FOR PARENTS!



**TRICK OR TREAT AT THE
KITIGAN ZIBI POLICE STATION**

HALLOWEEN



Friday October 31st 2025

8 Nibi Mikan

**Come celebrate
Halloween with the
officers**

FROM 4PM to 9PM

