



Nawalakw Language Program – Language Apprentice

Application Deadline: Friday, October 27, 2023

Start & End Date: as early as December 1, 2023 – November 31, 2025
(24 months with a 90-day probationary period and possibility of extension)

Full-time contract (approx. 37.5 hours per week, with flexibility while in camp)
This opportunity is open to all Kwakwaka'wakw.

The Opportunity:

Gilakas'la, the mission of Nawalakw is to transform our Kwakwaka'wakw people by awakening our spirits and restoring our language and culture. In order to achieve our mission, Nawalakw is seeking one or more **Language Apprentices** to join our team with the purpose of increasing language proficiency, developing learning and teaching resources, and delivering programming at hi'manis kaku'ta'atsi.

Key Responsibilities:

Successful candidates will:

- plan for and engage in language learning and teaching activities, including time with elders, other team members, participants in Hada and various training opportunities, like university courses
- monitor the effectiveness of the Language Program, including the progress of their own learning and the learning of others and participate in feedback sessions for continuous improvement
- be builders of a strong team, both in the language department and the whole Nawalakw team
- communicate well with their managers, team members and participants in programming
- engage in continuous self learning, develop a personal plan for continued wellness, and support others to develop their own wellness and language learning paths
- work with the whole team to realize the vision of Nawalakw

Skills and Qualifications:

Successful candidates will:

- desire to learn bakwamkala / kwakwala and to put it to use in modern and traditional ways
- have knowledge of Kwakwaka'wakw culture and communities and desire to be in our territories
- prioritize relationships with Kwakwaka'wakw elders, knowledge keepers, and resource people
- possess strong skills that embody the spirit of Maya'xalapa, Łaxwalapa, Galgapola, Gawalapa, being helpful, grateful, compassionate, respectful, reliable, self-disciplined, open, supportive and loving with a strong desire to experience success through community and personal growth
- work well as part of a team and share in the responsibility of moving successfully toward a goal
- set plans, look for opportunities and feedback and remain flexible when working toward goals
- be innovative and creative while developing priorities, solving problems, and creating resources

Other experience, training and interests, desirable but not required:

- First Aid training of any kind
- Data and inventory management, both digital and non-digital environments
- Grant writing and reporting
- Budget management and expense filing
- Language revitalization, incl. teaching, pedagogy and curriculum development
- Outdoor education and guiding
- Child and youth care
- Health and well-being
- Cultural teachings and leadership
- Event planning and tourism management

Schedule and Work Environment:

- Successful candidates will be required to fulfill responsibilities within a 37.5 hour work week, except while in Hada for Language and Culture Camps. Days in hi'mānis kākūtā'a'tsi in Hada are longer and planned by the team. Meals, breaks and downtime are included and loosely scheduled. Camp will be immediately followed by two full days of rest (paid time off).
- There is some flexibility in work location while not in camp, including scheduled time at the language house in Alert Bay and from other pre-planned locations, like from home.
- In addition to language learning, teaching, and programs in camp and community, regularly scheduled meetings, events, and specialized training and workshops are part of the schedule.
- This contract includes learning time with the team, as determined by the management team, in formal and non-formal, traditional and non-traditional ways, as well as learning from others in the fields of Language Preservation, Language Revitalization, and Language Education.

Compensation Package: Salary starting at \$35,000 per year, dependant on experience, education and training; 6 weeks vacation (including intentionally scheduled breaks and flexible employee requests); extended medical benefits; pension available with up to 5% employer matching contribution; extensive training, professional development and coaching opportunities; camp transport and meals while in Hada.

Location: Our offices are located in 'Yālis (Alert Bay, BC), hi'mānis kākūtā'a'tsi (our remote language and culture camp) is located in Hada at the head of Bond Sound in the territory of the Kwikwasut'inuxw Hāxwa'mis First Nation.

To Apply:

Email your cover letter, resume, language portfolio (if available) to the Manager of People and Possibilities at: people@nawalakw.com, the subject line: **Language Apprentice Application 2023**.

In your cover letter, please include what interests you about this position and explain your experience with kwakwala learning and/or teaching and highlight why you want to be a language champion for Kwakwaka'wakw people. We thank everyone for their interest and hope to connect with all candidates to acknowledge receipt of application, exchange more information, and discuss next steps.

Preference given to those who commit to teaching at hi'mānis kākūtā'a'tsi in Hada

Gilakas'la!

At Nawalakw our vision is to be a self-sustaining Indigenous-led social enterprise working to create an environment where our people can flourish, infused with spirit and purpose, connected with our lands, and living our language and culture. To learn more, visit our website at: www.nawalakw.com Nawalakw is an equal opportunity employer that encourages applications from all of the communities we serve. Nawalakw will provide reasonable accommodation during all steps of the hiring process, upon request, to applicants who require it. Please advise us if you need any accommodation(s).