



FIRST NATIONS OF QUEBEC
AND LABRADOR HEALTH
AND SOCIAL SERVICES
COMMISSION

To accompany Quebec First Nations in
achieving their health, wellness, culture
and self-determination goals.

JOB OFFER

Cultural Safety Strategic Advisor

Regular position

35 hours per week (50% at the office and 50% teleworking)

Working with us means:

- Joining a dynamic, passionate and committed team.
- Choosing a stimulating work environment focused on mutual support, respect and collaboration.
- Accessing a career full of learning and professional development opportunities.

The Cultural Safety Strategic Advisor must:

Offer advice and expertise regarding health and social services cultural competency development and cultural safety, while overseeing the cross-disciplinary integration and respect of cultural safety principles in organizational projects. More specifically, you will:

- Coordinate and implement the action plan stemming from the *Declaration of First Nations' Rights to Self-Determination and Cultural Safety* and ensure it is monitored and assessed.
- Offer advice and expertise regarding the integration of cultural safety principles.
- Participate in the development of strategies and tools to facilitate this integration.
- Develop and consolidate partnerships between First Nations communities and organizations and with governmental bodies, service providers, and other partners.
- Promote and advocate for the rights and interests of First Nations regarding equitable and culturally safe access to services.
- Steer committees, participate in meetings and working groups related to their mandates and follow up on decisions and commitments.
- Oversee a strategic monitoring of progress, initiatives and contextual changes to make recommendations to optimize approaches.
- Build and maintain a network to leverage the cultural expertise of First Nations communities and organizations.
- Promote cultural safety initiatives at internal, external, or public events.

Qualifications and Requirements

- Bachelor's degree in social sciences, health sciences, or any other relevant field.
- Five to seven years of relevant experience in cultural safety, cultural skills development, and First Nations support.
- An equivalent combination of training and relevant experience may be considered.
- In-depth knowledge of the historical, social, political, legal, and cultural realities of First Nations.
- Knowledge of Microsoft 365.

- Proficient level of spoken and written French and English. Knowledge of a First Nations language is an asset.
- Ability to travel to First Nations communities in Quebec.
- A valid driver's licence.

Desired profile

- Have good written and spoken communication skills.
- Have the ability to analyze complex situations and make relevant recommendations.
- Carry out mandates in an autonomous, organized, thorough, and professional manner.
- Be capable of adapting interventions to various cultural and organizational contexts.
- Work efficiently in a team and have the ability to influence and engage others.
- Demonstrate the ability to act with political tact and sensitivity in complex situations.

Salary

The gross annual salary ranges from \$67,631.20 to \$90,253.00 and varies according to the candidate's experience.

Start date

As soon as possible.

SUBMIT YOUR APPLICATION!

Send your curriculum vitae along with a cover letter **no later than 4:00 p.m. on October 12, 2025**, to the human resources department by mail or email to:

**First Nations of Quebec and Labrador Health
and Social Services Commission**

250 Place Chef-Michel-Laveau, Suite 102
Wendake, Quebec G0A 4V0

Email: rh@cssspnql.com

** Only selected candidates will be contacted.*

The FNQLHSSC prioritizes applications from the First Nations and Inuit.

