

Call for proposals (Anglais)

Facilitators

Projects in First Nations and Inuit communities

Our organisation

Established in Tiohtià:ke/Montreal/Mooniyang since 2006, Exeko is a non-profit organization whose mission is to use the arts and reflection in the service of inclusive and emancipatory social transformation. Our approach recognizes above all the potential of each and everyone to think, analyze, act, create and be a stakeholder in society, whatever their situation or background: we assume equality of intelligence. We use both practical approaches of intellectual, social and cultural mediation, and approaches inspired by social innovation, as engines of social transformation, in order to act positively on society, individually and collectively.

This broad mission is implemented through a variety of projects and programs, among which take a significant place, a series of activities and initiatives carried out in collaboration with several First Nations and Inuit communities. **We are looking for 2 to 4 people with various profiles who can complete our mediation team as part of these collaborations from the winter of 2024!**

→ WHO IS PART OF OUR FACILITATION TEAM



TYPES OF PROJECTS

Projects in First Nations and Inuit communities of Exeko are organized around several trips during the year. The duration varies between 1 to 4 weeks. These stays allow us to create, maintain and nurture our links with the partners and communities with which we work. From Tiohtià:ke/Mooniyang/Montréal to Nutashkuan, via Nunavik or Abitibi, workshops have been facilitated for more than 15 years. Here are some examples of activities carried out through our facilitation activities:

- deploy a vox-pop with citizens in their community
- analyze advertisements to develop critical thinking
- Support the broadcast of a radio program produced by homeless people
- Support the formation of a youth committee
- Supporting the production of a community talent mapping
- Talking about freedom, art and history on the corner of a sidewalk



→ THE PROGRAMS IN COLLABORATION WITH FIRST NATIONS AND INUIT

- **Intensive projects in First Nations and Inuit (Nunavik) communities:** support for community initiatives in connection with young people to strengthen the development of their critical thinking, social analysis and promote their civic participation at the heart of their community. Programs focused on self-development and strengthening the cultural identity of young people.
- **Projects with the urban indigenous community:** carry out projects/workshops in collaboration with partner organizations in the sector. Accompany young natives coming to visit post-secondary institutions or in intercultural exchange with other groups of young non-natives.

What's the job?

The facilitation teams who go on these stays are responsible, with the support of Exeko's team, for carrying out the implementation of a project through a cycle of workshops, including preparation, documentation, follow-up and the evaluation. The majority of these tasks are carried out during stays in the host community. A large part of the projects are done with young people between the ages of 16 and 35, involved in different ways within the communities. The teams deployed are of 2 to 3 facilitators.

The position also offers the opportunity to get involved in mediation projects in Montreal.

→ What are we looking for ?

We attach essential importance to ethical postures and soft skills, since the majority of our action takes place collectively. The ability to listen, to be present, to respect, to be humble and to understand the opportunities and issues related to the various realities of life in the PNI community are essential. Here are other elements to complete the profiles we are looking for:



- Diversity is encouraged in all its forms
- Knowledge of indigenous realities
- *The following soft skills:* listening capacities, relationship building capacity, being available and flexible, intellectual curiosity, open mindedness, creativity, teamworking, autonomy, dynamism and rigor, capacity to analyze situations and transpose them in a social analysis, and multitasking.
- Sensitivity to Exeko's values, vision and mission
- English, french and other languages are welcome
- Significant lived or professional experience
- Good ability to integrate IT communication tools
- Profiles particularly in social sciences, philosophy, humanities, arts and animation are all welcome
- Driver's license is a strong asset since many projects required to drive to communities
- Project coordination skills and interests is an asset

Indigenous people with a combination of relevant skills, life experiences and interests will be strongly considered

• Assets:

- Relevant experience in an intercultural context;
- Fine understanding of the issues of decolonization. Knowledge of an indigenous language and / or indigenous cultures and traditions;
- Relevant experience in cultural and social mediation, animation and/or facilitation;
- Know-how facilitating community life;
- For non-Indigenous applicants, knowledge of Indigenous cultures and traditions and/or experience working with Indigenous communities and individuals.

MAIN DUTIES AND RESPONSIBILITIES

<ul style="list-style-type: none"> ● Prepare and facilitate team mediation workshops for Indigenous youth and adults. Adapt animation and mediation techniques and reflection content in response to the specificities of the participants, the context, the partners, while respecting the objectives of the projects.
<ul style="list-style-type: none"> ● Collaborate with local partners in analyzing the needs and objectives of the stay, setting up projects, activities and special events.
<ul style="list-style-type: none"> ● Participate in the development of our approach (intellectual mediation), in particular through active participation of Exeko's team (team meetings, current communications, documentation of the workshops created, contribute to the continuous and collective training of the group by sharing knowledge and learning.) and possible research work.
<ul style="list-style-type: none"> ● Participate in the follow-up of the activities delivered and projects (evaluation of workshops, attendance at review meetings, data collection for reviews and reports, relay of information to the communications and partnerships teams, contribution to communications (photos, blog articles , reception of journalists.)
<ul style="list-style-type: none"> ● If necessary, and according to the profiles, prepare and lead professional training, conferences and other activities aimed at transferring the expertise and knowledge developed at Exeko.

Working conditions

→ TIMELINE

Starting in March 2024, for a trial period until June 2024. A 15 hours and fully paid training will be organized by Exeko's team. Self-employed worker status. Candidates living outside of Montreal will receive compensation for the transportation.

→ COMMITMENT AND SCHEDULE

Intensive stays vary throughout the year, but a six months forecast is planned in the Spring and in fall to organize subsequent stays.

We are looking for several types of availability:

- People available to participate in intensive projects outside Montreal for stays of 1 to 3 weeks (transportation included and around 2-4days). Between 2 and 3 intensive projects are planned per semester (possibility of doing between 4 and 6 per year);
- People who can commit to the medium/long term for part-time;
- More punctual availability for follow-ups, preparation, team meetings, contributing to the development of the practice and carrying out special projects.

→ COMPENSATION AND BENEFITS

- Intensive projects : Lump sum between 220\$ and 260\$ / day, depending on the level of expertise and type of project;
- Weekly per diem and travel expenses extra.
- City projects and projects participation (office): Hourly salary starting at 27,85\$

Hourly rates, per diem, remoteness allowances and transportation are established according to the compensation policy in effect. Evolutionary status, hourly rate for preparation work at \$27.85. Employee assistance program available. Possibility of subscribing to group insurance after 3 months.

Community accommodation will be provided by Exeko. Due to the limited availability of housing in remote communities, facilitators may have to share their living space with their colleagues or with other people working/living in the community.

→ OUR OFFICE AND WORKPLACE

Project preparation and follow-up, meetings, training and more take place at Exeko's offices at 5445 avenue de Gaspé, suite 405, Montreal (QC) H2T3B2. Most of the projects are carried out on the premises of partner organizations in the various Aboriginal communities and sometimes in public spaces.

Exeko is an organization that encourages a culture of collaboration and participation within the team. As an employer, Exeko subscribes to principles of fairness and promotes diversity in its team. We therefore strongly encourage applicants from equity-seeking groups to apply, including (but not limited to) people living with functional limitations, Indigenous (First Nations, Métis and Inuit), racialized, from minority ethnocultural groups, LGBTQ2SI+ communities and newcomers to Canada. We encourage candidates to self-identify in their cover letter if they wish.

→ *Send CV, cover letter in pdf format to rh@exeko.org as soon as possible, no later than **february 19th at midnight**. Submissions in other formats (video, email, etc.) are also welcome, at your preference. They will be processed in order of arrival. Only selected candidates will be invited for an interview. Interviews are scheduled for the weeks of February 26 and March 4 2024.*