



Kinistin Saulteaux Nation – Director of Social Infrastructure

Job Title:	Director of Social Infrastructure	Job Category:	Supervisory Management
Department/Group:	Prevention & Protection	Position Type:	Contract - Fulltime
Location:	Kinistin Saulteaux Nation	Date Posted:	January 21, 2026
Direct Supervisor:	Director of Operations	Post Expires:	Until Position is Filled.

Applications Accepted By:

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Job Description

POSITION SUMMARY

Reporting to the Director of Operations, the Director of Social Infrastructure is responsible for the strategic leadership, management, and oversight of Kinistin Saulteaux Nation's social infrastructure programs that support children, families, and community well-being. This includes programs related to child intervention, foster care and homes, family violence prevention, family enhancement, and emergency after-hours services.

The Director ensures effective service delivery through policy development, consultation, practice oversight, monitoring, and continuous improvement, while aligning programs with KSN's strategic objectives, community values, and legislative and regulatory requirements. The position works closely with Elders, community leaders, internal departments, and external partners to strengthen social systems, advocate for community needs, and ensure culturally grounded and compliant service delivery.

The Director of Social Infrastructure is accountable for financial oversight, reporting, program planning, staff leadership, and ensuring adherence to all applicable Kinistin Saulteaux Nation policies, provincial legislation, standards, and service frameworks.

DUTIES AND RESPONSIBILITIES:

Strategic Planning & Leadership

- Provide strategic leadership in the planning, development, and enhancement of social infrastructure programs supporting children, families, and community well-being.
- Identify emerging trends, risks, and needs affecting KSN children and families and ensure programs are responsive and proactive.
- Support organizational change initiatives and integrate change management practices into program planning and implementation.

Program Oversight & Development

- Oversee the design, delivery, monitoring, and continuous improvement of prevention, protection, and family support programs.
- Ensure programs meet legislative requirements, service standards, best practices, and community expectations.
- Participate in case planning as required to support effective service outcomes.

Policy Development & Compliance

- Lead and contribute to the development, review, and amendment of program policies and procedures to ensure alignment with legislative, strategic, and community requirements.
- Ensure compliance with Kinistin Saulteaux Nation policies, the Child and Family Services Act, STC Well-Being policies, Child Protection Standards, and other applicable directives and guidelines.
- Monitor, audit, and review program operations to support accountability, quality assurance, and continuous improvement.

Stakeholder & Community Engagement

- Consult with Elders, community leaders, and members to ensure community values, customs, and cultural perspectives are integrated into program planning and development.
- Collaborate with Chief and Council, Saskatoon Tribal Council, other First Nations, government bodies, external agencies, and community networks to strengthen service capacity and partnerships.
- Advocate for community needs with funding bodies, partners, and external stakeholders.

Resource & Financial Management

- Oversee program budgets, quarterly forecasts, and financial reporting to ensure fiscal accountability and due diligence.
- Review and monitor expenditures and recommend cost controls, resourcing needs, and budget adjustments to senior leadership.
- Support funding sustainability through effective planning, reporting, and understanding of agreements and funding mechanisms.

Staff Leadership & Development

- Build, lead, and sustain an effective operational team in alignment with KSN's service model.
- Recruit, hire, mentor, coach, and performance-manage direct reports and staff.
- Oversee training and professional development initiatives to support staff competence and service quality.
- Establish performance goals, conduct evaluations, provide timely feedback, and support staff development and succession planning.

Coordination, Reporting & Communication

- Facilitate regular team meetings to promote collaboration, learning, and growth.
- Work collaboratively with internal departments and external partners, including accreditation, quality assurance, finance, and reporting bodies.
- Analyze and report on program data, statistics, and outcomes to support decision-making and program effectiveness.

Other Duties

- Participate on committees and working groups as required.
- Perform other related duties as assigned by the Director of Operations or designate

QUALIFICATIONS AND EDUCATION REQUIREMENTS

- Bachelor's degree or higher in Social Work (BSW/BISW) or a related field.
- Several years of experience in child protection and family support, including senior supervisory or management experience within First Nation communities.
- Demonstrated experience working with culturally appropriate and community-based service models for First Nations.
- Proven experience managing staff, budgets, and complex service delivery environments.
- Proficiency in Microsoft Excel, Word, Outlook, and PowerPoint, with experience in report writing and data analysis.
- Experience working within First Nation governance structures and community development contexts is considered an asset.

Knowledge, Skills, and/or Abilities

- Strong knowledge of child welfare case management and relevant legislation.
- Demonstrated understanding of the historical and ongoing impacts of Residential Schools and the Sixties Scoop.
- Knowledge of Indigenous cultures, values, and community-based approaches.
- Excellent analytical, organizational, and problem-solving skills.
- Strong verbal and written communication skills.
- Ability to manage competing priorities and urgent demands.
- High level of integrity, confidentiality, and professionalism.
- Demonstrated initiative, accountability, and commitment to continuous learning.