



Chippewas of the Thames First Nation

320 Chippewas Road Muncey, ON N0L 1Y0

Phone 519-289-5555 Fax: 519-289-

Chippewas of the Thames First Nation is accepting applicants for the position of:

Position Title: Director of Community Development
Department: Administration
Hours of Work: 37.5 hours per week working onsite 8:30am – 4:30pm
Location: 320 Chippewa Road, Muncey ON
Posting Date: Thursday September 25th, 2025

Summary:

The Director of Community Development serves as the cornerstone in visionary and strategic leadership in planning, integrating, and assuring the quality of community service programs at Chippewas of the Thames First Nation. In this role the Director of Community Development will liaise within a multi-organizational, multi-functional, and multi-jurisdictional space creating opportunities for collaboration and integration of services and resource providers to ensure that the scope of services is in keeping with vision and values of the Chippewas of the Thames. Guided by Anishinaabe values, teachings, and governance traditions, the role advances a child-centric, community-driven approach that nurtures balance, dignity, and well-being.

The Director acts as a bridge-builder, aligning contemporary standards with Indigenous governance traditions. By weaving together modern quality systems with Anishinaabe worldviews, the Director ensures services are delivered with compassion, integrity, and cultural integrity supporting long-term social redevelopment and the Nation's vision of prosperity.

Responsibilities:

- **Transformative Change:** Lead change processes that advances collaboration, challenge systemic barriers, and embed rights-based, culturally grounded approaches to service delivery and governance.
- **Collaborative Planning:** Build and sustain partnerships across departments and external organizations to ensure services are holistic, culturally grounded, and responsive to community needs.
- **Integrative Management:** Implement a cross-functional approach that aligns resources, systems, and teams into a unified framework (Integrated Management System), fostering efficiency, collaboration, and accountability.
- **Quality Assurance:** Embed rigorous quality management practices to ensure continuous improvement, transparency, and accountability to both the community and external partners.



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- **Community Development:** Strengthen initiatives that support social, emotional, and economic wellness, ensuring redevelopment efforts are rooted in rights-based governance and cultural traditions and identifies as a project lead for the Comprehensive Community Plan.

Qualifications:

- Degree in Community Development, Sociology, Social Science, Indigenous Governance, Public Administration, or Business Administration
- Applicants with a Community College Diploma in Community Development or Social Service, may be considered including Certificates in Project Management or Indigenous Governance
- Minimum of three (3) years of direct experience in working with multi-organizational, multi-functional, and multi-jurisdictional collaboration and integration of services and resources
- Experience working with First Nations communities is an asset and strongly preferred with the ability to understand Anishnaabemowin is a definite asset
- Demonstrated knowledge of Anishnaabe culture and strengths-based approaches, with proven expertise in transformative change and change management
- Proven experience sourcing community development opportunities, strong written communication skills, and a demonstrated ability to build and maintain partnerships.
- Experience leading community-led planning and developing internal communication strategies, with the ability to work effectively with technology considered a key asset

Hiring of Indigenous people will be given preference, please identify.

Interested applicants, please submit a cover letter, resume, three work related references, photocopies of education documents to:

human.resources@cottfn.com

OR

320 Chippewa Road, Muncey, ON N0L 1Y0

Please indicate "Director of Community Development" in your application.

We thank all candidates for applying; however only those selected for an interview will be contacted. Accommodations are available on request for candidates taking part in all aspects of the selection process.