

Job Title: Mik^w Chiyâm Youth Artist Assistant (YAA) Youth Lead

The **YAA Youth Lead** is responsible for supporting Mik^w Chiyâm Youth Artist Assistants and the delivery of the Mik^w Chiyâm YAA Program. The purpose of the Youth Artist Assistant program is to provide young artists with hands-on, in-community, work experiences and training as part of Mikw Chiyâm programming. The YAA Youth Lead works directly with the Youth Artist Assistants in Eeyou Istchee as they develop creative leadership skills in the classroom.

Mik^w Chiyâm is an interdisciplinary arts program commissioned by the Cree School Board and takes place in nine communities throughout Eeyou Istchee. The program aims to increase student retention and attachment to school by providing an alternative space for creative learning.

The Youth Artist Assistant (YAA) Youth Lead works closely with Youth Artist Assistants, inPath's YAA Program Coordinator, Educational Consultants and programming pod members. The YAA Youth Lead is supervised by the Director of Programming.

Key Logistics Details

Ideal start date: September 27th, 2021

Hours: Up to 24 hours a week. Position sometimes requires a fluctuating work schedule, with periods of greater demands on time than others. Early morning, evening and weekend work is sometimes required.

Hourly Wage: \$20/hour

Benefits: \$75 monthly cellphone allotment monthly, 4% vacation pay

Application deadline and interview schedule: Applications are due August 22nd, 2021 at 11:59 pm EST. Interviews will take place online between September 6th - 10th 2021. Only candidates chosen for an interview will be contacted. To apply: **(1)** fill out our [questionnaire](#) here (instead of writing a cover letter) **(2)** email your resume/CV to workwithus@inpath.ca.

Note: This position is part of our ArtWorks program. This program, funded through Employment and Social Development Canada (ESDC) is focused on developing employability skills for youth ages 30 and under. This position is open to all candidates who meet this eligibility criteria, and will prioritize Indigenous Youth. We invite candidates from these groups to self-identify in the accompanying questionnaire.



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About inPath:

[inPath](#) is a learning organization that designs and delivers arts-based programs alongside Indigenous communities for Indigenous youth.

We are based in Montreal but our programs are delivered from coast to coast. We're rooted in a start-up culture—we've grown quickly, from the ground up, in just over five years! We value emergence and flexibility. Our commitment to systems change through the arts means that we think creatively, value curiosity, and are not satisfied with the status-quo. We are committed to transforming oppressive processes and systems in order to create a world where all learning sparks joy, encourages curiosity, and promotes agency.

As a learning organization, we offer professional development opportunities for our staff to grow within their positions and bolster their skill sets on the job.

Our Work Environment:

Working as part of the [core inPath team](#) means joining a group of 18+ employees committed to learning and creativity. It also means joining a network of 40+ artists and 500+ youth who are building strength-based narratives through creativity. Our environment is:

- Hierarchical, support-based, and highly collaborative;
- Primarily English-speaking;
- Fast-paced—we are a dynamic, nimble, high-performance team;
- Guided by collectively developed group norms that focus on well-being; and,
- An open-concept office space.

Remote Work:

It is possible to work remotely for the duration of this contract. In the context of the pandemic, we recognize that travel, relocation and sharing spaces during this time could be risky. Our team is working remotely until health and safety measures suggest otherwise.

Key Responsibilities:**Supporting Mik^w Chiyâm Youth Artist Assistants**

- Supports the onboarding and orientation of Mik^w Chiyâm Youth Artist Assistants;
- Alongside the Youth Artist Assistant (YAA) Program Coordinator, supports the development and implementation of the Mik^w Chiyâm Youth Artist Assistant Individualized Learning Plan;
- Supports Mik^w Chiyâm YAAs in achieving their Individualized Learning Plan;
- Hosts monthly meet-ups with the Mik^w Chiyâm Youth Artist Assistants;
- Alongside the YAA Program Coordinator, supports the development and delivery of trainings and workshops to support the Youth Artist Assistants in acquiring hard and soft employment skills;
- Supports Mik^w Chiyâm Youth Artist Assistants in completing agreements and hours trackers;
- Supports Mik^w Chiyâm Youth Artist Assistants in connecting to wellbeing supports when needed;
- Coordinates and implements lessons learned sessions for Youth Artist Assistants.

Coordinating the Mik^w Chiyâm Youth Artist Assistant Programming

- Supports the YAA Program Coordinator in coordinating and delivering the Mik^w Chiyâm YAA Program, including;
 - Supporting the collection and management of information and contacts for the Mik^w Chiyâm Youth Artist Assistants;
 - Introducing the program to Mik^w Chiyâm Youth Artist Assistants;
 - Supporting the Mik^w Chiyâm Educational Consultants in providing and delivering information to Mik^w Chiyâm teachers and support staff pertaining to the Youth Artist Assistant role;
 - Contributing to programming meetings (agenda items and ideas).
- Supports quarterly granting reports through:
 - Gathering data;
 - Contributing content;
 - Communicating challenges / delays that might impact program delivery and reporting; and,
 - Participating in “lessons learned” sessions to share impact, stories, feedback from program and youth participants.

Connecting about yearly work-plan targets

- Connects with the Director of Programming quarterly to review, adjust and discuss targets and outcomes of the Mikw Chiyâm Youth Artist Assistant (YAA) Youth Lead work and learning plans.

Nurturing of work environment and inPath community

- Promotes safety, accessibility, anti-racism and anti-oppression in the workplace;
- Participates in the implementation of inPath's training week & celebration events;
- Commits to professional development in key areas to build their skills and capacity; and,
- Stewards the work environment as a space of connectivity and respect.

Experience/Skills:

We recognize the value of both paid and unpaid work. For this job, you should have **some or all** of the following experience and/or skill sets:

- Highschool diploma or equivalent;
- Knowledge of history and current realities of Indigenous Peoples in Quebec and across Canada;
- Experience working with Indigenous people in a culturally safe manner;
- Experience working with and/or supporting youth and their development;
- A working knowledge of school systems;
- Experience coordinating programs for youth;
- An organized, detail-oriented approach with excellent time-management skills;
- Comfortable with creative problem solving;
- Ability to give and receive critical feedback in an open, generative way; and,
- Comfortable working with Google Drive and other digital platforms.

Qualities:

We recognize that everyone brings different qualities to their work. For this position, you should have **some or all** of the following:

- Approachable and personable;
- Youth and school community oriented;
- Comfortable working autonomously and in highly collaborative settings;
- Non-judgemental; ability to relate to a variety of personalities;
- Comfortable with fluctuating timelines and varying intensity of workloads; and,
- Enjoys initiating conversations with new people.

Additional Assets:

- Multilingualism (French/English/Indigenous languages);
- Informal or formal relationships to art-making or other creative processes; and,
- Experience working with and/or living in Indigenous communities.

Accessibility:

Our building is not wheelchair accessible. As we are in a shared building, we cannot guarantee a scent-free space, although our specific office has a scent-free policy.

Everyone at inPath is committed to:

- Their own learning and development;
- Caring, reciprocal relationships;
- Un/learning our colonial history and present-day systems of oppression;
- Our vision, mission and values as lived in the day-to-day;
- Anti-oppression and anti-racism practices and pedagogies;
- Systems change in education and learning, from the inside out;
- Deeply collaborative work;
- Creative problem solving; and,
- An open, generative approach to giving and receiving feedback.

Benefits of working with inPath:

- We offer flexible work hours;
- We offer 4 paid wellness days and 3 paid sick days;
- Team members have access to culturally-specific wellbeing supports;
- Team members have access to professional development opportunities;
- National Indigenous Peoples Day is a paid day off for inPath team members;
- Team members get a paid day off on their birthday;
- Our team is committed to building an inclusive, responsive learning environment;
- We are committed to systems change; and,
- We are a young social purpose organization that encourages intrapreneurship and intentional, innovative thinking.

Our Hiring Process:

To apply: Please fill out [this questionnaire](#), in English or in French. You do not need to write a cover letter. You can edit your responses after they have been submitted until the deadline of Sunday, August 22nd, 2021 at 11:59 pm (EST). If you have any problems filling out the questionnaire, please email workwithus@inpath.ca.

Selection process: Only candidates chosen for an interview will be contacted. Interviews will be conducted in English on zoom or by phone and will take place between September 6th - 10th 2021.

Remote Working: For this position, employees may have the option to work remotely for the duration of this contract, please identify if this is an option you would like us to consider.

In the context of the pandemic, we recognize that travel, relocation and sharing spaces during this time could be risky. Our full team is currently working remotely from other locations until health and safety measures are clearer and more predictable.

Employment equity: We value the contributions individuals who identify as members of marginalized communities bring to our organization. We encourage, among others, Black, Indigenous people, and People of Colour, people with disabilities, people that identify as 2SLGBTQI, women, formerly incarcerated or institutionalized people, immigrants and people from working class backgrounds to apply. We understand applicants may experience a number of these identities simultaneously in ways that reinforce and nuance their experience. We are committed to creating an organization that is as diverse as the communities we serve. **If you would like to be considered for employment equity, you can let us know in your application form and it is not required that you explain why you would like to be considered.**

Your story is your strength and we look forward to hearing from you!