

PIKTUK AKNUTMAQN

Maliko'mijk Schedule 2023

PLFN MALI'KOMIJ MISSION SCHEDULE 2023

Friday - August 4

- 7pm - Rosary followed by candlelight possession
- 8pm - Hotdog roast and Flashlight tag

Saturday - August 5

- 11am - Cemetery Mass at Church grave yard
- 12pm - Canoe Race
- 2pm - Cleansing and dressing of St. Anne's Statue and prayers at the Church
- 3pm - Waltes
- 4pm - Sandbox Dig
- 5pm - 7pm - Field day with Watermelon eating contest and Jenga tournament
- 7pm - Stations of the cross followed by Candlelight possession

Sunday - August 6

- 2pm - Mass
- 3pm - Lunch and entertainment
- 4pm - History of Mali'komij

In This Edition:

Mission: 2

MPAL Update: 3

Employment Opps: 5

Housing App: 9

PLFN MALI'KOMIJ MISSION

There is archeological evidence supporting occupation in Mali'komij for over 3000 years. During these thousands of years of occupations, Mi'kmaw traditions of ceremony and prayer remained a pillar in the lifestyle of our ancestors since 1628.

To learn more about the history of Mali'komij, please attend our talk on the history of Mali'komij after Sunday mass.



MPAL Update:

LouBodies Fitness Centre Hours:

Monday to Friday 7:00 am- 2:00 pm

(Closed 2-4pm)

4:00 pm – 10:00 pm

Saturday 12:00 pm – 5:00 pm

Sunday -CLOSED

There will be a beach day this Thursday (August 3) 12:00 pm – 3:00 pm weather permitted.

Community Notices:

Coffee & Chats with Michael happening
Beginning Wednesday August 2 at 9:00 am.
These will take place at the Band Office and
everyone is welcome to attend!

The Annual General Meeting will be held
Wednesday September 13 at 4:30 pm at the
Pictou Landing School Gymnasium. Everyone
is Welcome!

NOVA SCOTIA NATIVE WOMEN'S ASSOCIATION

**INVITES YOU TO PARTICIPATE IN OUR
HOUSING ENGAGEMENT SESSION
FOR THE CHANCE TO WIN \$500 WORTH OF GIFT CARDS**

**DATE: AUGUST 16, 2023
TIME: 5:30PM-8:30PM
LOCATION: PICTOU LANDING
COMMUNITY HUB, NATIVE WOMEN
ROOM (43 MAPLE STREET)**

**IF YOU HAVE ANY QUESTIONS OR CONCERNS,
PLEASE CONTACT KENNEDY AT
HOUSINGRDCOORDINATOR@NSNWA.NET**





PIKTUK NEWS:

Band Office Hours	Health Centre Hours	Garbage Day	Chief & Council Meetings
<p>Monday - Thursday</p> <p>9:00 am - 4:00 pm</p> <p>Friday</p> <p>9:00 am - Noon</p>	<p>Monday - Thursday</p> <p>9:00 am - 4:00 pm</p> <p>Friday</p> <p>CLOSED</p>	<p>Collection is every second Tuesday</p> <p>Next Collection Date is:</p> <p>Tuesday July 25, 2023</p> <p>Tuesday August 8, 2023</p>	<p>The next Chief & Council meeting is Tuesday TBD.</p> <p>To submit a letter or a request please email webmaster@plfn.ca or you can drop off at the front desk of the Band Office.</p>
VCM Hours	Wolf Den Hours	Pictou Landing Pantry Hours	Fisheries Hours
<p>Monday - Friday</p> <p>7:00 am - 11:00 pm</p> <p>Saturday- Sunday</p> <p>9:00 am - 11:00 pm</p>	<p>Open 7 days a week</p> <p>9:00 am - Midnight</p>	<p>Tuesday</p> <p>9:00 am - 3:00 pm</p> <p>Wednesday</p> <p>1:00 pm - 3:00 pm</p> <p>Thursday</p> <p>9:00 am - 3:00 pm</p>	<p>Monday - Thursday</p> <p>9:00 am - 4:00 pm</p> <p>Friday</p> <p>9:00 am - Noon</p>

Employment Opportunities:



**Pictou Landing
First Nation**

Pictou Landing First Nation
People & Culture (P&C) Manager
Trenton, Nova Scotia

Pictou Landing First Nation (PLFN) is searching for a hands-on, proactive Human Resources professional to develop and lead an employee-centric People & Culture function across the community. The People & Culture (P&C) Manager will be an integral member of the Executive team of the Community, working alongside the Executive Director, CFO, and Director of Communications to design, develop, and implement strategies that will attract, engage, retain, and develop employees across the Band Administration, while ensuring that the Human Resource function is appropriately aligned with Indigenous culture and values.

Pictou Landing First Nation is one of thirteen Mi'kmaq communities in Nova Scotia. With five reserves spanning a combined 527.6 hectares, PLFN's community members live in Fisher's Grant 24, at the mouth of Pictou Harbour and adjacent to A'se'k (also known as Boat Harbour). This was the site of a former tidal lake, which now forms part of the remediation site for the reclamation of waters and land for Pictou Landing First Nation. Services within PLFN include the band's administrative office, fire hall, training centre, a school, and fishing, gaming, and retail operations, as well as a health centre.

An organization focused on supporting the advancement and development of its community members, Pictou Landing has been working hard to bring awareness within Nova Scotia and across the country about Boat Harbour and the environmental racism they have suffered for more than five decades. They have also been focusing on economic development opportunities to support the betterment of the community and its people. As the People & Culture Manager, you will play a key role in developing an environment for the community's employees to thrive and prosper, while achieving their vision for the future.

Responsibilities

Reporting to the Executive Director, the People & Culture Manager will create and lead the Human Resource function for Pictou Landing First Nation. The successful candidate will implement and maintain effective policies and practices, ensuring a respectful and ethical workplace, all the while working with senior leadership to build a community-focused Human Resources function and an effective team. Specific responsibilities include, but are not limited to:

- Develop, implement, and communicate culturally aligned Human Resource policies and practices that will maintain and improve employee relations and shape organizational culture. It is expected that the function will be developed and executed with a trauma-informed lens, respecting First Nations culture and practices.
- Advise leadership and other managers on HR and people-related matters to enhance organizational effectiveness and decision-making
- Collaborate with leadership and management to discuss issues, needs, and requirements related to workforce planning and recruitment, including the development of team members through coaching, training, and career pathing
- Develop and maintain job descriptions and ensure accountabilities are well understood by employees, supervisors, and managers



Pictou Landing First Nation

- Support the attraction and recruitment of high-quality talent, including coaching leaders with respect to interview and selection processes
- Lead the development and implementation of performance management processes, providing support to managers and supervisors to effectively address performance concerns as they arise
- Manage and diffuse employee disputes by identifying and initiating quick and effective resolution plans, processes, and procedures
- Develop and evolve PLFN's Employee Value Proposition (EVP); driving a connection with organizational and Indigenous culture and ensuring contribution to the development of individuals, teams, and the organization
- Develop and maintain compensation/total rewards structures across the organization, including the provision of recommendations as it relates to annual cost of living adjustments for review by the Executive Director, Chief and Council, with consideration of equity for First Nations employees
- Oversee the negotiation, implementation, and administration of company benefits and incentives
- Correspond with external stakeholders including WCB, Human Rights, Labour Laws, and other regulatory officials
- Maintain knowledge of trends, best practices, regulatory changes and new technologies in HR, talent management, and employment law, with an emphasis on First Nations employees
- Other various responsibilities, as required and/or requested

Qualifications and Experience

- Bachelor's degree in Business Administration (or similar field), with a major or post-graduate certificate in Human Resources Management
- Certified Indigenous Human Resources Professional (CIHRP) or other Professional Human Resources designation (CHRP, CPHR) is preferred
- Indigenous-Based Cultural Sensitivity Training, Non-Violent Crisis Intervention Training, and Respectful Workplace Training are required, or willingness to complete courses prior to employment
- 5-7 years' of experience in a role with comparable responsibilities or complexity, preferably within an Indigenous environment
- Must have an understanding of the unique values and dynamics of working within a First Nations community, including their political, governance, and community structures
- Understanding of the Reconciliation climate in Canada
- Exceptional verbal and written communication skills, with the ability to effectively communicate complex information to staff and other stakeholders
- High-level of emotional intelligence and self-awareness with an understanding of how to navigate cultural complexities and maintain an openness to understanding varied perspectives
- Excellent leadership skills, with the ability to motivate, mentor, collaborate with, and empower employees to perform to their highest capacity



Pictou Landing First Nation

The People & Culture Manager will easily navigate being able to think strategically, while also providing hands-on, practical advice, creating an environment where colleagues are engaged, supported, and differences are respected. They will understand and align their strategy and approach to the culture and traditions of the First Nations community, respectfully following cultural beliefs and working with employees at all levels across the organization to implement safe, trauma-informed practices that are focused on positivity, reconciliation, and cultural healing.

Qualified applicants are asked to submit a resume and cover letter to Grant Thornton LLP via email at ClientApplications@ca.gt.com, citing "P&C Manager – PLFN" in the subject line no later than August 11, 2023.

We appreciate all expressed interest in this position; however, only candidates who have been selected for interview will be contacted. No phone calls please.

We encourage and consider applications from all qualified individuals regardless of race, religion, color, gender identity or expression, sexual orientation, national origin, disability, age, or those of other minority groups. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.



Pictou Landing Band Office



6533 Pictou Landing Rd, Fisher's Grant., NS B0K 1X0
Ph: 902-752-4912 Fax: 902-755-4715

Indigenous Habitat Participation Program – Youth Representative

The Indigenous Habitat Participation Program (IHPP) is hiring a Youth Representative. The IHPP Youth Representative will be responsible for gathering information on topics relevant to the IHPP work plan as it relates to the youth. The IHPP Youth Representative will develop a youth priority list and represent their ideas as a complete document to the IHPP Engagement Officer. The IHPP Youth Representative will report to the IHPP Engagement Officer.

Duties:

- Engage with youth on topics that relate to the IHPP workplan
- Create Youth Priority List
- Create Youth Engagement Plan to be used in future sessions
- Attend all IHPP Engagement Sessions and keep note on relevant information shared
- Ability to communicate effectively with partners and community members
- Other duties as assigned by the IHPP Engagement Officer
- Engage with youth on IHPP topics
- Keep Weekly Progress Reports to be Submitted to the IHPP Engagement Officer

Working Conditions:

- At Home/in office Hours
- Site and in Office Visits and Meetings as they come up
- Prolonged walking, standing, sitting, hiking
- Travel may be required
- Evening and weekend work may be required

Compensation:

\$20 per hour

Hours of Work:

- Need to be contactable and available during Monday – Friday normal work hours (9-4pm)
- 35 hours a week
- Hours can be divided to meet an at home work schedule when working from home

Term

- September 1st 2023 – April 1st 2024 with possibility of renewal

Position Deadline: August 18th 2023 11:59pm

Please send resumes and cover letters explaining interest in the position to: Katie Paul katie.p@plfn.ca

PICTOU LANDING FIRST NATION - HOUSING APPLICATION FOR UNIT



File Number _____ (Housing Department to Complete)

Please check the box below to indicate the type of Housing Assistance being requested:

☐ Rental - Band owned ☐ Social - Section 95

I understand that applications which are not fully completed will be returned to the applicant and will not be scored until all of the question on the application has been completed.

Number of Bedrooms required _____

Applicant Information

Name:		Band #:
Date of Birth:		Phone:
Current Address:		P.O. Box:
City:	Province:	Postal Code:

Co-applicant Information, if Married/Common Law

Name:		
Date of Birth:		Phone:
Current address:		P.O. Box:
City:	Province:	Postal Code:

Proposed Family Occupancy Details

Names:	Age:	Names:	Age:
1.		6.	
2.		7.	
3.		8.	
4.		9.	
5.		10.	

Please indicate the reason for seeking assistance with housing by checking one of the following: Currently ___ Boarding; ___ Living in an Apartment; ___ Living with Another Family; ___ Homeless. Please explain in detail your current housing situation and the degree of overcrowding. Also indicate below if you are living in a unit with one other family or two other families.

Any health problems or conditions? (Please state below and attach medical documentation if you wish special consideration to be given to your application because of health issues.)

All statements in the foregoing application are true to the best of my knowledge and belief and no information required to be given has been concealed or omitted.

PLFN reserves the right to make any inquiries in deems necessary to verify any information provided on the application and then add this sentence as well not in the same paragraph If the application is approved and it is determined at a later date that the information provided on the application is inaccurate or false, the approval may be rescinded and the housing unit assigned to another applicant.

As Landlord, any past mishaps that has occurred with previous Band owned homes will be part of the assessment that will reflect on your capacity to gain a new home.

I fully understand that this application does not constitute an agreement on the part of the Pictou First Nation to provide me with accommodation and I further acknowledge that this application will remain the property of the Pictou First Nation.

I hereby authorize the Pictou First Nation and its agents to make inquiries deemed necessary to verify the above statements. Furthermore, that all information provided in this application shall be held in strict confidence.

I understand that it is advisable to seek independent legal advice regarding the Matrimonial Real Property Law and consider a domestic agreement in order to protect the occupation of the home and division of value.

Signature of Applicant:

Date:

Signature of Co-applicant:

Date:

To return housing applications, you can email, mail or drop off to the address below, attention Albert Denny, Housing Director.

Albert Denny, Housing Director

902.752.4912 x. 112

902.301.9442

Email: albert.d@plfn.ca

Mail: Pictou Landing Band Office, Site 6 Box 55 RR# 2

Drop Off: Pictou Landing Band Office, 6533 Pictou Landing Road