



NATIONAL FAMILY AND SURVIVORS CIRCLE

Nothing About Us, Without Us

Job Posting – Communications Strategist National Family and Survivors Circle Inc

Job Title: Communications Strategist

Location: Headingley, MB

Compensation: \$85,000 - \$95,000, depending on qualifications and experience

Employment Status: Full-Time, Term 2-years

About the National Family and Survivors Circle Inc. (NFSC Inc)

NFSC Inc is a non-profit organization dedicated to advocating for the implementation of the 231 Calls for Justice and working with governments, institutions, and organizations to ensure that families of Missing and Murdered Indigenous Women, Girls, and 2SLGBTQIA+ people (MMIWG2S+), as well as survivors of gender- and race-based violence, are centered and engaged as self-determining Rights Holders. Our work is grounded in the lived experiences and expertise of survivors and impacted families.

About the Role:

The NFSC Inc is seeking a highly experienced, culturally competent, and deeply empathetic Communications Strategist to lead our strategic communications efforts. This role is critical in advancing our mission to work collaboratively to end the genocide of Indigenous women, girls, Two Spirit and gender diverse people by collectively building pathways to safety, security, equity, and equality.

Applicants must have a strong understanding of Indigenous cultures, traditions, and lived experiences. Given the sensitive and emotionally charged nature of this work, the ideal candidate will possess a deep sense of empathy, resilience, and a commitment to supporting survivors and impacted families.

Key Responsibilities:

- Develop and implement a strategic communications plan that aligns with NFSC Inc's mission, vision, values, and principles, ensuring all messaging is culturally sensitive, trauma-informed, and accessible to diverse audiences.
- Create compelling content (including reports, articles, press releases, op-eds, and social media materials) that highlights key issues, advocacy efforts, and NFSC Inc initiatives.
- Manage NFSC Inc's digital presence, including social media and the website, ensuring that messaging is informative, impactful, and aligned with Indigenous perspectives.
- Engage with media outlets, journalists, and influencers to ensure that issues affecting Indigenous women, girls, and 2SLGBTQIA+ people, impacted families, and survivors of gender- and race-based violence and NFSC Inc initiatives receive meaningful coverage.
- Support crisis communication efforts, ensuring that responses to sensitive events are handled with cultural and emotional awareness and are trauma informed.
- Collaborate on regional, national, and international levels with Indigenous organizations, government bodies, and advocacy groups to enhance NFSC Inc's reach and impact.
- Organize and facilitate community events, webinars, and workshops that amplify Indigenous women's, girls', and 2SLGBTQIA+ people's voices and promote impacted family- and survivor-led advocacy.
- Maintain confidentiality, respect, and integrity in handling sensitive information, always prioritizing the safety and dignity of survivors and impacted families.

Desired Qualifications:

- Proven and demonstrated experience in communications, public relations, or advocacy work, preferably within Indigenous-led organizations or initiatives.
- Deep understanding of Indigenous cultures, traditions, and protocols, with a demonstrated ability to communicate with cultural humility and respect.
- Exceptional writing, storytelling, and public speaking skills, with the ability to craft messages that resonate with diverse audiences.
- Experience in strategic communications, project management, media relations, crisis communication, and digital content creation.
- Strong research and analytical skills, with strong attention to detail and the ability to synthesize complex issues into accessible communications.
- Ability to work independently while collaborating effectively with a diverse team.

Preferred Skills and Experience:

- Experience working directly with Indigenous women, girls, and 2SLGBTQIA+ people, impacted families, survivors, and communities, with different levels of government, and with civil society organizations.
- Knowledge of government policies and initiatives related to Indigenous rights, justice, and gender-based violence.
- Understanding of decolonization principles, social justice frameworks, and trauma-informed approaches.
- Proficiency in Indigenous languages is a strong asset.

Working Conditions:

- This position requires regular engagement with emotionally sensitive topics, including discussions about MMIWG2S+.
- The ideal candidate will be working in an environment that involves exposure to sensitive subject matter, including accounts of gender-based violence and homicide. This role requires a high level of professionalism, emotional resilience, and the ability to engage with difficult topics in a respectful and supportive manner.
- Travel is required to attend meetings, community events, and conferences.
- A flexible and adaptive approach is necessary, as priorities may shift based on urgent advocacy needs.

Salary:

Competitive salary based on experience and qualifications

Salary range: \$85,000 - \$95,000

Benefits & Perks:

We are committed to supporting the well-being of our employees. Benefits include:

- Comprehensive benefits starting on Day 1 of employment
- Generous paid time off, including vacation, personal days, and cultural leave
- Extended health and dental coverage, including vision care
- Mental health support and employee assistance program (EAP)
- Opportunities for professional development and training

- Flexible work arrangements, including hybrid/remote work options

How to Apply:

Interested candidates are invited to submit:

- A resume
- A cover letter detailing their experience working with Indigenous communities and their understanding of the NFSC Inc's mission
- Samples of previous communications work and writing
- Send applications to recruitment@familysurvivorscircle.ca.

Application Deadline: Tuesday, April 8, 2025, 11:59 pm Central Standard Time

The National Family and Survivors Circle Inc. is an equal opportunity employer. We welcome applicants from diverse backgrounds who share our commitment to decolonization, social justice, and ending violence against Indigenous women, girls, and 2SLGBTQIA+ people.

Important Consideration

This role requires strong cultural competency, empathy, and emotional resilience. The ideal candidate will have experience working with Indigenous families, communities, or organizations and will demonstrate a trauma-informed, respectful, and dignified approach to their work.

Applicants should be aware that this role involves engaging with survivors and individuals affected by violence, as well as addressing sensitive and deeply personal topics. The ability to demonstrate discretion, empathy, and a compassionate approach to difficult conversations is essential.

We strongly encourage applications from Indigenous candidates, as lived experience and cultural knowledge are invaluable in carrying out this work with the care, respect, and understanding it requires.

We thank all applicants for their interest; however, only those candidates who are selected for an interview will be contacted.