



Lytton First Nation

Job Posting: Pathway Navigator

Location: Lytton, BC

Position Type: Term Full-Time (12 months)

About Us

Lytton First Nation (LFN) is a culturally grounded community with a strong identity and commitment to building a sustainable, self-sufficient future. Guided by the wisdom of our Tl'kemsin Elders and the knowledge of our leaders and membership, we strive to create a healthy economy and vibrant community for future generations.

Our mission is to strengthen community vitality by planning responsibly for the future, safeguarding our people, preserving our traditions, and ensuring long-term economic and fiscal stability. We maintain respectful, mutually beneficial relationships with local, provincial, and federal partners, supporting transparent governance and the continued growth and wellbeing of our Nation.

About the Role

The **Pathway Navigator** provides leadership in the planning, coordination, and delivery of the **Pathways to Employment Program** for eligible LFN Income Assistance clients (ages 19–64). This role supports individuals and families who face complex barriers to employment, such as transportation challenges, housing instability, health concerns, and limited local employment opportunities.

Through structured support, coordinated services, and skill development, the Pathway Navigator helps clients build meaningful pathways toward employment, education, and long-term independence. This position also provides direct supervision and mentorship to a Peer Navigator, ensuring services are culturally grounded, client-centered, and aligned with LFN values and priorities.

What You Will Do

As the **Pathway Navigator**, you will:

- Plan, coordinate, and oversee daily operations of the Pathways to Employment Program
- Deliver structured, consistent, and responsive programming for LFN Income Assistance clients
- Provide day-to-day supervision, mentoring, and coaching to the Peer Navigator
- Support skill development related to client navigation, documentation, boundaries, and professional practice
- Use strengths-based, trauma-informed, and culturally safe approaches to client support
- Assist clients in addressing barriers to employment, including:
 - Transportation access
 - Housing stability
 - Physical, mental health, and wellness needs
 - Employment readiness, skills, and job opportunities
- Support clients to develop individualized employment or education pathways
- Coordinate referrals and advocate for clients with internal departments and external service providers
- Build strong working relationships with Housing, Health, Education, and other LFN programs
- Act as a liaison with government ministries, Indigenous organizations, and employment service partners
- Collect program data, contribute to reporting, and support program evaluation
- Represent the Pathways to Employment Program at meetings and community engagements

What You Bring

- Diploma or Degree in Social Work, Human Services, Indigenous Studies, Community Development, or a related field
- Minimum 3–5 years' experience in social development, income assistance, employment supports, or Indigenous community programs
- Experience in program coordination, leadership, or supervision
- Knowledge of employment readiness, workforce development, and income assistance systems
- Experience working in a First Nation environment is preferred
- Relevant education and/or equivalent experience will be considered
- Culturally safe, trauma-informed, and strengths-based practice
- Excellent communication, facilitation, and advocacy skills
- Ability to problem-solve in complex and sensitive situations
- Strong organizational, documentation, and reporting skills
- Ability to work independently and collaboratively within a team environment
- Understanding of First Nations services, cultural humility, and community-based approaches
- Knowledge of Nlaka'pamux culture, community values, and local context is an asset

Additional Requirements

- Ability to maintain confidentiality and professional boundaries
- Valid BC Driver's License, and access to a reliable vehicle
- Clear Criminal Record Check
- Two business references (must include a direct supervisor)
- Commitment to ongoing training and professional development

Why Join Us?

Working with LFN means contributing to cultural oriented, secure community with a strong community identity and sense of place in a role where your leadership directly impacts the wellbeing of our Nation. You will join a supportive team rooted in our shared values of **community, innovation, integrity, service, and teamwork.**

How to Apply

jobs@lfn.band or in person at the LFN Administration Office

Resume, cover letter, and business references

(250) 455-2304

www.lfn.band

Position is open until filled