



# Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Links Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

Corporate Headquarters:

Toll Free Phone: (866) 225-9067

Toll Free Fax: (877) 825-7564

L9 P23 R4074 HWY 596 - Box 109

Keewatin, ON P0X 1C0

# Job Board Posting



Careers.Indigenous.Link

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## Vice President Indigenous Leadership, Partnerships And Strategies

<b>Job ID</b>	<b>47-8F-10-D5-4F-DD</b>	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=47-8F-10-D5-4F-DD">https://careers.indigenous.link/viewjob?jobname=47-8F-10-D5-4F-DD</a>	
<b>Company</b>	Confederation College	
<b>Location</b>	Thunder Bay, Ontario	
<b>Date Posted</b>	From: 2023-04-03	To: 2023-09-30
<b>Job</b>	Type: Full-time	Category: Education
<b>Job Start Date</b>	June 2023	
<b>Job Salary</b>	\$126,716 - \$168,954 per year	
<b>Languages</b>	English	

### Description

Reporting to the President, the Vice President Indigenous Leadership, Partnerships and Strategies leads the development and implementation of a college-wide strategy that promotes reconciliation, advances our commitment to Indigenous engagement and achievement through our curriculum, programs, initiatives, and research while addressing anti-Indigenous racism. Guided by an Indigenous worldview, this work is done in partnership with the community/region, executive leadership, deans, and directors.

Through their Indigenous-centered expertise and cultural knowledge, this position is responsible for leading and advising our college community while advancing the Indigenous Initiatives set out in our strategic plan.

This role is imperative to the future of the College's growth and relevance therefore context sensitive advisement is critical. Bridging and facilitating relationships internally across the organization and externally with First Nation, Metis and Inuit populations, Indigenous communities and organizations, the position is accountable for ensuring a culturally safe organization. Together, with the College community, the VP Indigenous Leadership, Partnerships and Strategies is responsible to advance the Truth and Reconciliation Commission's (TRC) calls to action and provide expertise, resources, strategies, and actions to advance equity and inclusion goals across the organization. Working closely and collaborating with Negahneewin Council, College Leaders, Elders, and Traditional Knowledge Keepers, this role will support an effective learning environment and deliver on our mission, vision, values and Negahneewin vision.

Leadership: Provide Leadership to the College in advancing our Strategic Plan

- Develop an Indigenous Strategic Framework and operational plan to implement our aspiration to be a leader in Indigenous learning in Canada by promoting reconciliation and a commitment to Indigenous engagement and education.
- Work collaboratively with all members of the Leadership team in the design and implementation of college-wide and divisional goals and objectives to ensure that an effective learning environment is maintained for students, faculty and staff.

- Provide leadership and strategic direction on Indigenous Initiatives, policy implementation, advancing the Decolonization Plan, and drive toward our efforts to meaningful results on Indigenous education, advocacy, economic development, and employment initiatives. Continue the focus on working towards social justice, sustainability and combating structural inequities at the College.
  - Lead the development and implementation of regional engagement plans to build, maintain, and enhance Confederation College's reputation as a trusted partner with Indigenous communities and as a corporate citizen.
  - Ensure the College's Indigenous priorities are authentic to the needs of the students, the region's Indigenous communities, and our internal staff community.
  - Provides leadership to cultural diversity that translates into student and employee related practices and actions; provide recommendations and guidance on relevant policies and procedures as appropriate.
  - Strategize with leaders across the college to integrate equity, diversity and inclusion values into the culture, goals and metrics of the organization.
  - Serve as the College's liaison and resource for the Negahneewin Council and support the Chair in the execution of their role.
  - Provide recommendations and strategic advice to the Quality Assurance process and Academic schools, and those who are developing Indigenous-related programs, courses and modules.
  - Develop and maintain meaningful and collegial relationships with Elders, Indigenous communities, external organizations, relevant provincial and federal agencies, Ministries, and other educational providers within Northwestern Ontario with the aim of advancing reconciliation, ensuring the advancement of Indigenous initiatives, providing benefit to both parties.
  - Identify and participate in key engagement events such as conferences, regional round tables, and Indigenous gatherings ensuring the College is a collaborating partner.
- Serve as the Senior leadership liaison with the Indigenous Peoples Education Circle (IPEC) within the Colleges Ontario governance framework.
- Liaise with College Academic Leaders and provincial counterparts in the advancement of Indigenous post-secondary education and training through provincial decision-making processes among Ontario colleges. This will occur in cooperation with the Indigenous Peoples Education Circle (IPEC).
  - Lead the coordination and management of various operational and project-based budgets related to Indigenous Initiatives.
  - Hire and assess and manage the performance of all staff reporting to the portfolio.

#### Planning

- Identify themes regarding gaps in service for Indigenous students and develop recommendations to address themes to support and enhance their experience.
- Align service delivery with strategic and operational goals and assume responsibility for the development, implementation and evaluation of strategic and operational goals and priorities.
- Work in collaboration with participants to establish plans and metrics to achieve goals.
- Initiate and support research related to Indigenous student success, including retention and graduation strategies as well as opportunities for pathways and partnerships with other organizations and post-secondary institutions.

#### Quality Management

- Identify key policy and research initiatives and educational priorities under the guidance of

Negahneewin Council to advance the Negahneewin Vision.

- Collaborate with managers, staff, and partners to recommend improved processes and services to support Indigenous students.
- Integrate a culture of quality improvement and change management in all activities.
- Establish and monitor benchmarks, targets and indicators of organizational performance. Analyze results and take appropriate action.
- Seek and secure funding sources to support college leadership to secure Indigenous initiatives and act as an advisor for Indigenous initiatives within the College at large.
- Participate in space, academic, service and enrolment planning at Confederation College as required.
- Provide support with college promotional and marketing activities related to Indigenous education and initiatives as required.

### **Experience**

- Minimum of 9 years of directly related work or life experience working with Indigenous Nations, Governments, groups, and businesses.
- Knowledge and solid track record of building and fostering relationships with Indigenous leadership, Elders, and community members.
- Minimum of 3-5 years of experience working with all levels of government including, Municipal, Provincial, and Federal.
- Open-minded and approachable with strong leadership abilities.
- Passionate about contributing to positive social change and commitment to anti-oppression and anti-racism.
- Ability to prioritize and complete multiple, diverse tasks and meet deadlines in a fast-paced environment.
- Strong analytical skills to quickly analyze complex situations, determine key issues and messages, and implement programs and initiatives.
- Excellent communication skills, including demonstrated logical and theoretical skills to communicate complex ideas.
- Superior conflict resolution, negotiation and collaboration/team building skills.
- Excellent public speaking skills.
- Understanding of public post-secondary education and ability to quickly learn Confederation College's strategic plan, history, experience in corporate relations, business, policy, and budgets.
- Understanding and appreciation of public post-secondary learning environments relating to Indigenous students, their learning experiences, persistence strategies, and graduation rates is an asset.
- Proficiency in an Indigenous language is an asset.

Grant writing experience is an asset.

- Must be willing to travel within Northwestern Ontario, and at times other parts of the province and Canada.

Lived and/or work experience will be given similar weighting to post-secondary education.

### **Education Requirements**

4 year degree or equivalent

A minimum of an undergraduate diploma or degree in a related field (e.g. Indigenous Studies, Education, Social Work, Business) or an equivalent combination of academic preparation and

experience, with additional training in equity studies and/or anti-racist practices.

### **Essential Skills**

The incumbent must be of Indigenous ancestry (i.e., Turtle Island - First Nations Status and non-Status, Metis or Inuit) and have strong ties to Indigenous community. They must possess a deep knowledge of Indigenous culture and traditions and understand the diversity of First Nations, Metis and Inuit cultures. They have experience working with Indigenous communities, Elders and Knowledge Keepers. Knowledge of Northwestern Ontario, local community structures, needs, and political environments is an asset.

### **Work Environment**

Post Secondary Institution

### **How to Apply**

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