

Type of Position	Administrator	Job ID	1723
Department	School of General Arts & Sciences (GAS)	Full/Part Time	Full Time
Campus	Sutherland	Regular/Temporary:	Temporary
Location	Peterborough, Ontario	Hours per Week	37.5
Date Posted	22-Dec-2018	Salary Range	\$98,722 to
Date Closed	21-Jan-2019		\$132,013
			Annually

What This Position is About:

This is a temporary 12-month position with the possibility of becoming permanent.

This exciting leadership opportunity will involve working collaboratively with the Deans, Chairs, Faculty and Staff, in providing academic leadership for Indigenous Perspectives Designation (IPD) programming both within GAS and across the College.

Within the School of GAS, you will be responsible to manage all elements of Indigenous Perspectives (IPD) courses, including hiring, workloading and supervising all full time and contract Indigenous Perspectives faculty. You will also lead academic processes in relation to IPD within GAS, including program review, curriculum renewal, and budget planning and implementation. For more information, please visit our website: <https://department.flemingcollege.ca/indigenous-studies/>

Providing leadership across the College in all academic processes involving Indigenous education and curriculum development, including Indigenous knowledge, ways of knowing and Indigenous pedagogies, the Chair, in collaboration with the Dean, and other college service departments, contributes to the development, implementation and deliverables of multi-year capital and business plans, including the Indigenous Education Protocol Multi-Year Plan. Please visit our website for more information: <https://department.flemingcollege.ca/aec/indigenous-education-protocol/>

Across the College, the incumbent acts as an academic liaison for all programs offering IPD, working with schools to develop new IPD programs, participates in program review, ensures IPD curriculum adheres to quality assurance standards, assist with the marketing of IPD programs, connecting and building professional experiences for students within Indigenous communities through service learning and placement.

Through proactive planning, Indigenous community consultation and engagement, mentoring and communication, the Chair models the college values inherent in our Core Promise to promote a sustainable, supportive and safe learning community, while using traditional Indigenous leadership and approaches to governance.

In collaboration with the Dean and other Chairs, the Indigenous Studies Chair seeks out and fosters partnerships with First Nation, Inuit and Métis communities, agencies, industry, and other educational institutions (on and off-reserve).

The Indigenous Studies Chair will facilitate Indigenous participation in the development and implementation of academic initiatives and will work with the learning and development team and Human Resources to design professional development opportunities for all employees to expand their knowledge and understanding of Indigenous peoples.

For More Information

For a complete job description please refer to the posting available on our website

What We Are Looking For:

As a bona fide occupational requirement, and under Section 24(1) (a) of the Ontario Human Rights Code, the College will be giving preference to applicants who identify as being of Indigenous heritage (including First Nations, Metis or Inuit).

We are seeking qualified candidates with a minimum of nine (9) years of progressive academic leadership and relevant professional experience, who demonstrate strong Indigenous Traditional Knowledge. Of this, a minimum of four (4) years must be progressive experience working with Indigenous educational programming. A 4-year Bachelor's Degree with a specialization in Indigenous Education is preferred, and demonstrable Indigenous/cultural knowledge will be considered as an alternative to formal education.

As our ideal candidate, you demonstrate a strong understanding of Indigenous history, cultures, restorative justice, traditions and spirituality including an understanding of the historical and current relationships between Indigenous peoples and Canada. Knowledge of application of culturally appropriate protocols for Indigenous peoples is a requirement. You have significant experience living and/or working with Indigenous communities, diverse communities and stakeholders including Elders, Knowledge Keepers, community members and well-versed in protocol matters related to Indigenous relationships which is essential for this role.

Demonstrating strong advocacy and diplomacy skills, you are able to reconcile diverse viewpoints, resolve conflict to foster cooperation and work collaboratively within and across various functional areas

To be successful in this role you will need to have a strong understanding of the processes of learning and teaching, the need to promote, facilitate and integrate flexible and responsive delivery methods and have an understanding of the importance of designing and delivering education that meets a broad range of student needs, including applied learning.

Throughout your career, you will have gained significant expertise in teaching and learning as well as strong management level experience supervising and supporting employee performance in a unionized environment. You have demonstrated experience in effective recruitment and selection, performance evaluation, guiding and coaching,

driving employee engagement, and supporting the ongoing professional development and health and safety of your staff.

You have a solid understanding of student development, student issues and needs of Indigenous students, enhanced by the ability to work and communicate across Indigenous cultures and articulate an Indigenous worldview within a post-secondary environment. Your strong connections with Indigenous communities will also facilitate partnerships to support development of IPD academic programming with proven vision and initiative grounded in Indigenous epistemologies . Your regular participation in and active contribution to relevant community activities have maintained these important connections.

A proven track record in influencing and inspiring your team; cultivating synergies across disciplines; bringing creative solutions to complex problems and implementing objectives with excellence is critical to this role.

A strategic thinker who can develop and deliver an engaging vision that brings our core promise to students to life, you also thrive in managing the details of the day-to-day academic operations of the School, including budget management. Equally important, you are able to collaborate within your School, and across the College to deliver seamless learning to students.

You are open-minded and approachable, with demonstrated experience in implementing objectives with excellence to drive success. Your progressive leadership experience (preferably in an Academic setting), well-established Traditional Indigenous Knowledge, along with your professional background, passion for teaching and learning, experience with health and safety standards, and your proven track record of motivating and managing high-functioning teams will position you for success in this role.

How to Apply

Apply to a Fleming College position by going here: **My Self Service > Recruiting > Careers** or **My Campus > Career Opportunities**

Diversity

Sir Sandford Fleming College is committed to building an inclusive and accessible learning and working environment. We believe in and promote the rights of all persons with disabilities as enshrined in the **Canadian Charter of Rights and Freedoms**, the **Ontario Human Rights Code**, and the **Accessibility for Ontarians with Disabilities Act (AODA 2005)** and its related **Accessibility Standards Regulations**. To meet this commitment, Fleming College will make appropriate accommodations available throughout the recruitment, selection and/or assessment process to applicants with disabilities. If selected to participate in the recruitment, selection and/or assessment process, please inform our Human Resources staff of the nature of any accommodation(s) that you may require to ensure your equal participation. To obtain a copy of this document in another format please e-mail Recruitment@flamingcollege.ca.