

POSITION AVAILABLE

DIRECTOR, INDIGENOUS INITIATIVES AND ENGAGEMENT FULL-TIME

We are privileged to learn, work, and live on the traditional territory of the Sc'ianew (Beecher Bay) First Nation.

Pearson College UWC was founded as Lester B. Pearson United World College (UWC) of the Pacific in 1974. Pearson is a unique, highly selective, two-year pre-university school for up to 200 students from across Canada and around the world chosen solely on their promise and potential and demonstrated commitment to actively engage in creating a better world. Students currently are selected from nearly 160 countries. Pearson is one of 18 UWC schools worldwide. (pearsoncollege.ca).

Pearson College UWC is recruiting for an outstanding Director, Indigenous Initiatives and Engagement.

Reporting to: President and Head of College

Position Summary:

The overarching goals of Pearson College UWC include a necessity to understand, envision and take action to create a strengthened relationship with Indigenous peoples and to provide a culturally responsive, and culturally safe education system and living environment for all Indigenous and non-Indigenous students.

Reporting to the President and Head of College, and with the support of the College and its staff, the Director, Indigenous Initiatives, and Engagement will oversee implementation of the College's Indigenous Vision and Reconciliation Action Plan with responsibility to lead and strengthen Indigenous education support and the College's increasing and authentic engagement with Indigenous communities and organizations.

Specifically, the Director will be key in developing, supporting, and implementing Indigenous educational programming, such as language, culture, and land-based programs. This will include, but will not be limited to, supporting faculty members in designing, guiding, and implementing Indigenous ways of knowing, doing, and seeing into their

curriculum, supporting Indigenous students, and working across the Pearson community to support awareness and understanding. As well, the Director will work with staff, alumni, volunteers, and supporters across the College community in outreach to regional and other Indigenous communities and organizations.

The Director should be passionate about education and committed to the core beliefs, values and mission of Pearson and the United World College movement. The incumbent will bring a personable, strategic, and empathetic approach to community engagement and leadership working within a small administrative structure that values collective input. Similarly, they should be a strong, innovative thinker with experience working directly with teachers and instructors to plan, implement and support Indigenous educational initiatives. They will be accountable, transparent and a network builder.

The position is based on campus at Pearson College UWC, located on the unceded territory of the Sc'ianew First Nation, southwest of Victoria, British Columbia.

POSITION COMPETENCIES:

- Strong familiarity with Indigenous communities, cultures, education, and ways of knowing.
- An authentic, lived Indigenous experience.
- Familiarity in working with and supporting young people from a variety of Indigenous and international backgrounds.
- Creates and nurtures a respectful, inclusive, and positive learning and working environment.
- Works collaboratively and effectively in developing and delivering strategies and results.
- Acts as a champion for change and continuous improvement.
- Is a solutions-focused creative thinker with experience in, or a good understanding of, working in a non-profit environment.
- Excellent coaching and mentoring skills.
- Excellent oral and written communication skills.
- Open-minded and open-hearted with a willingness to learn from other cultures.

RESPONSIBILITIES

- Responsible for leading ongoing implementation of the College's Reconciliation Action Plan.
- Supporting Indigenous students living and learning at the College and facilitating additional supports as needed.
- Liaising with local Elders, Knowledge Keepers and Cultural Resource People for College visits and programming.
- Leveraging personal and organizational networks to help enhance and incorporate Indigenous ways of knowing into College operations and actions.
- Assisting with Indigenous student recruitment.
- Creating, building, and maintaining relationships with Indigenous Alumni and Indigenous communities.
- Assist and support faculty in designing and implementing culture, language, and land-based programs.
- Organizing and facilitating Cultural Awareness training for the College community.

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES

- Extensive knowledge of Indigenous communities and Nations.
- An understanding of Indigenous culture, beliefs, values, and ways of knowing.
- Ability to develop relations with diverse internal and external stakeholders.
- Experience working with diverse populations in an educational setting.
- A creative, innovative thinker who is demonstrably dedicated to accomplishing their defined individual and collective goals.
- Training in Diversity, Equity, and Inclusion as well as in Mental Health and Wellness, ideally pertaining to young adults.
- Strong interpersonal skills, including communication (written and oral), negotiation and advocacy skills: particularly in communicating and consulting with community groups, schools, industry, local government agencies, and the College community.
- Familiarity with the Truth and Reconciliation Commission of Canada's Calls to Action and those recommended by similar commissions or bodies abroad.
- Strong facilitation skills for diverse populations.
- Knowledge and ability to implement initiatives and to measure outcomes.
- Experience with organizational change practices.
- Enjoys working with both adults and students.
- Willingness to live on campus.

PEARSON COLLEGE



Compensation & Organization

This is a full-time position located at Pearson College UWC in Metchosin, approximately 40 minutes from downtown Victoria, British Columbia, Canada. The College offers an attractive compensation package to an outstanding and qualified applicant.

Applications will be accepted until the position is filled. Only candidates selected for an interview will be contacted. Résumés and a cover letter can be emailed to hr@pearsoncollege.ca.

Pearson College UWC is committed to diversity and equity in employment. All qualified applicants are encouraged to apply; however, Canadians and permanent residents shall be given priority.

LESTER B. PEARSON COLLEGE OF THE PACIFIC AND UNITED WORLD COLLEGES (CANADA) INC

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Located on the unceded territory of the Scia'new (Beecher Bay) First Nation