



TITLE: Manager, Indigenous Initiatives and Integration
DIVISION: Indigenous Initiatives
HIRING RANGE: \$86,568 - \$108, 209 per year
BAND: 11

CAMPUS: St. James Campus
STATUS: Admin Contract
EFFECTIVE DATE: Immediately – December 2023

Land Acknowledgement

George Brown College is located on the traditional territory of the Mississaugas of the Credit First Nation and other Indigenous peoples who have lived here over time. We are grateful to share this land as treaty people who learn, work, and live in the community with each other.

At George Brown College, we have established a reputation for equipping our students with the skills, industry experience and credentials to pursue the careers of their choice. As employees, we are committed to creating an enriching learning community for our students, delivering excellence in what we do, holding ourselves accountable for our work and demonstrating diversity and respect for one another.

What responsibilities will you have in this role?

Reporting to the Director of Indigenous Initiatives, the Manager of Indigenous Initiatives and Integration will play a critical role in the implementation of the Indigenous Education Strategy and management of the Indigenous Education Services (IES) team. The incumbent works in collaboration with academic administrators and faculty to develop, review, and revise curriculum that prioritizes inclusive Indigenous curriculum and pedagogies. The Manager, Indigenous Initiatives and Integration will provide expertise in teaching, learning, and curriculum quality improvement in support of all academic programming, in line with sector standards and best practices as well as relevant provincial and government legislation.

- Provides direction and expertise in activities related to Indigenous Education Services, including Indigenous teaching, learning and research.
- Manages the Indigenous Education Services team leads by providing strategic direction, goal setting and daily support of staff, including assessments that utilize constructive feedback to promote services that are exemplary and position the college as a leader in Indigenous education Services.
- Manages projects that embed the Indigenous Education Strategy within the College by working collaboratively and setting Indigenous Initiatives and education goals, deliverables and establishing metrics, responsibilities, timelines.
- Works independently, and collaboratively, to create project plans for review and approval by the Director of indigenous initiatives.
- Consults with interdepartmental and interdisciplinary teams to ensure accountability and overall project success.
- Tracks monthly progress, and writes and presents quarterly reports, or more frequently, as requested.
- Creates pedagogical frameworks that will embed in the GBC community an understanding of the historical roots and contemporary manifestations of racial prejudice and discrimination in Canada, faced by Indigenous Peoples considering individual learner needs when exploring the influence of race and culture, personal attitudes, and behaviours.
- Leads the consultation and integration of Indigenous approaches, decolonization and indigenization strategies, content and resources into college culture, activities and programs.
- Provides pedagogical leadership in Indigenous teaching, learning and research.
- Confidentially handles sensitive information with respect to facilitating Indigenous framework discussions and decolonial methods and approaches to a variety of Indigenous initiatives.
- Builds institutional and program capacity in the creation of inclusive and Indigenous teaching, learning, research and curriculum practices.
- Leads change and develops related academic policies, procedures, processes, and practices related to Indigenous Education Services in consultation with the Director of Indigenous initiatives and the Director of Academic Quality.
- Develops and facilitates workshops/modules, communiques, events, and other varied training sessions for college employees, and liaises with other experts in OAE, OAREHRS, the Teaching and Learning Exchange (TLX), e-Learning and Teaching Innovation (eLTI), Student Success and Human Resources regarding professional development.
- Responds to inquiries on behalf of the Director of Indigenous Initiatives concerning Indigenous programming and activities aligned with policy and procedures of Indigenous Education Services and the College's broader Indigenous Education Strategy.
- Provides updates on inquiries to the Director of Indigenous Initiatives to determine patterns and problem areas and proposes possible resolutions.
- Advises Indigenous Education Services staff on anti-Indigenous prevention and education activities as it relates to sexual violence, human rights, and accessibility.
- Other related duties as assigned.

What qualifications do you need for this role?

Candidate must be of Indigenous ancestry (i.e., Turtle Island – First Nations Status and non-Status, Métis or Inuit).

- Master's degree in any of the following fields: Indigenous Studies, Adult Education, Higher Education, Curriculum and/or Instructional Design, or equivalent combination of academic preparation and experience, with additional training in equity studies and/or anti-racist practices.
- Minimum five (5) years' experience in leadership, project and change management and policy / program development.
- Previous experience managing employees in education and/or an Indigenous organization, preferably in a unionized environment.
- Sound working knowledge of systems, processes, and academic policies within a post-secondary environment.
- Background as an Indigenous educator (training and development, teaching), preferably at the post-secondary level, including course and program design, as well as some form of web-enhanced, hybrid, or fully online delivery.
- Involvement and participation within the rural and urban Indigenous community.
- Involvement in innovation and professional development related to Indigenous Education and leadership.
- Theoretical and practical expertise is required in inclusive pedagogies and Indigenous pedagogical design, including the incorporation of Universal Design for Learning (UDL) principles in program and course development and renewal.
- Ability to assess barriers to access and inclusion within curriculum design, understanding rights and responsibilities in reference to relevant policies and legislation (e.g., GBC policies, AODA, Human Rights Code).
- Comprehensive knowledge of outcomes-based Indigenous curriculum design philosophy, including writing and revising vocational and course learning outcomes, developing authentic and related assessment tools, designing teaching, and learning strategies, mapping curriculum, and UDL curriculum design.
- Understanding of the Ontario Qualifications Framework, program standards and credential validation system.
- Experience using teaching and learning technologies, including industry standard Learning Management Systems and other e-learning technologies.
- Strong collaboration and teamwork skills, including demonstrated ability to interact, lead and participate in consultative decision making that respects people with a diversity of backgrounds, experiences and styles, while working collegially with a high degree of tact and diplomacy.
- Exceptional interpersonal skills. Proven leadership managing a team
- Advanced communication skills. Interpersonal, virtual and in person group facilitation and coordination, workshop creation and delivery. Advanced writing and presentation skills.
- Above average skills in MS Office applications, Blackboard Learning Management System, Course Outline Management and Mapping System and industry-standard project management systems.
- Transportation between campus is required.
- Demonstrated leadership in delivering excellent service to others as this is key in supporting the success of our students and our College.

- Excellent time management skills to handle competing deadlines and priorities with high attention to detail.
- Effective ability to interact with others and deal with situations in ways that respect diverse backgrounds, experience, and styles.
- Flexibility in adapting to change and in participating in consultative decision-making processes.

TO APPLY:

- If you are a George Brown College employee, go to <https://ads.georgebrown.ca/ads/ls/ldpInitiatedSignOn.aspx> to apply via our internal site.
- If you are an external candidate, go to www.georgebrown.ca and click on the “Employment at George Brown” link or click on the ‘apply’ button to the left of the posted job to apply.

NOTES:

- Please ensure your resume highlights all relevant education, training and experience that are applicable to the qualifications for this role.
- The College requires proof of degrees, credentials or equivalencies from accredited regional or federal post secondary institutions and/or their international equivalents. Credentials may require validation at the time of interviews.

Closing: Open until filled.

Competition: REQ 3997

George Brown College is committed to creating and sustaining an equitable and inclusive learning and working environment. We encourage and actively seek applications from Indigenous, Black, racialized people, visible minorities, 2SLGBTQIA+ persons, all genders, and persons with disabilities. George Brown College is committed to accommodating applicants with disabilities throughout the hiring process, in accordance with the Accessibility for Ontarians with Disabilities Act (AODA). The Human Resources representative responsible for the recruitment for this position will work with applicants requesting accommodation at any stage of the hiring process. Candidates who require accommodation in the interview process may contact talentacquisition@georgebrown.ca and all information received will be addressed confidentially.

As a unionized workplace, we support our internal employees by providing first consideration to qualified applications as set out in the Collective Agreement.

For information on George Brown College, please visit our website at www.georgebrown.ca