



## **CONTRACT OPPORTUNITIES Instructor – Partner Programs**

### **About FNTI (First Nations Technical Institute)**

Since establishment in 1985, over 4000 students have graduated successfully from FNTI with certificates, diplomas and degrees, granted in partnership with Ontario's Colleges and Universities. As a world-class Indigenous post-secondary institution, FNTI offers post-secondary programs aimed at Indigenous learners across a wide range of disciplines. FNTI is seeking Instructors to teach in our upcoming academic year.

We would like to welcome interested applicants to apply to current and future contract opportunities in our Early Childhood Education (ECE), Mental Health and Addiction-(MHA), Social Service Worker (SSW), Personal Support Worker (PSW), and Practical Nursing (PN) programs.

Instructors at FNTI will plan, facilitate and assess curriculum delivered through various delivery models and locations. Please see specific details below for each program. Instructors are contracted for each delivery session, which consists of planning, professional development, delivery, and assessment/evaluation of student progress and grading.

### **Key Responsibilities:**

- Prepare, instruct, and deliver courses in a cultural framework, while adhering to FNTI's "braided healing with learning" approach
- Incorporate Indigenous knowledges, ways of knowing/being, and Indigenous worldview in course development and planning
- Provide academic and cultural supports to learners, while evaluating learner progress/achievement
- Be responsible for overall assessment of the learners work within assigned courses
- Support all learning outcomes (vocational, course and Indigenous) and design appropriate teaching methodologies for meeting those learning outcomes and assessing learner success
- Facilitate space for inclusion of medicines and traditional healing practises to our learners during each course
- Provide learners with cultural supports and assistance in a way that is meaningful to the learner
- Collaborate with the Cultural Advisor to provide ceremonies, traditional teachings that are appropriate to meeting the Indigenous learning outcomes
- Implement appropriate Indigenous protocols within the classroom and ensuring the cultural framework is followed (opening and closings, smudging, circles, drumming and singing and cultural practices)
- Ensure Indigenous Pedagogy and Andragogy practises are implemented in the classroom wherever possible

## **Common Qualifications for all Programs**

- A combination of Indigenous knowledge and teachings, training and education which FNTI deems to be appropriate to the role, or;
- A degree or diploma in a relevant field and at least three years teaching in a post-secondary environment and experience working with Indigenous learners and communities
- Demonstrated knowledge of the history of Indigenous peoples and communities
- Experience in delivering high quality teaching and curriculum development at the post-secondary level or equivalent education and experience as a practitioner in a related field
- Passionate about teaching adults in an Indigenous environment
- Ability to plan, deliver, and assess curriculum to adult learners
- Committed to on-going growth both teaching and learning
- Knowledge of Brightspace Learning Management System is an asset

## **Program Specific Information**

### **Early Childhood Education**

#### **(Virtual Delivery)**

#### **2 Years - College Diploma Program**

Students will explore Indigenous community realities within the context of the Early Childhood Education field. Indigenous ways of knowing and understanding the world are examined and presented with knowledge and skills relative to Indigenous culture, values and practices. Students learn from an Indigenous perspective through intensive field placements that focus on personal growth and skills application. FNTI's ECE program is designed to meet provincial requirements in addition to focusing on best practices through an Indigenous lens. Instructors provide wholistic, career-oriented instruction.

#### *Essential Qualifications for ECE Instructors:*

- Registered member of the College of Early Childhood Educators (or equivalent)
- A minimum of 3 years' experience in an early childhood learning environment, or
- An appropriate combination of education and experience in the field of Early Childhood Education or related field, which FNTI deems appropriate to the role.

### **Mental Health and Addiction Worker**

#### **(Virtual Delivery)**

#### **2 Years - College Diploma Program**

The Mental Health and Addiction Worker program respects the histories and vulnerabilities of Indigenous Peoples, while preparing students – culturally, intellectually, emotionally and experientially – for work in this challenging and in-demand field. FNTI's MHA program is

designed to meet all program requirements in addition to focusing on best practices through an Indigenous lens. Instructors provide wholistic, career-oriented instruction.

*Essential Qualifications for MHA Instructors:*

- A relevant degree or diploma in the field of Mental Health and Addictions or equivalent
- A minimum of 3 years' experience working in a related field, or
- An appropriate combination of education and experience in the field of Mental Health and Addictions or related field, which FNTI deems to be appropriate

**Social Service Worker Program**  
**(Virtual Delivery)**

**2 Years - College Diploma Program**

The Social Service Worker program is customized with unique, leading-edge Indigenous learning experiences and environments to prepare students with the knowledge and skills to enter into this rewarding field. Themes include social justice, empowerment of marginalized citizens and ethics.

FNTI's SSW program is designed to meet all program requirements in addition to focusing on best practices through an Indigenous lens. Instructors provide wholistic, career-oriented instruction. Graduates will be eligible to apply and register with the Ontario College of Social Workers and Social Service Workers (OCSWSSW)

*Essential Qualifications for SSW Instructors:*

- Bachelor of Social Work Degree or other related degree or diploma in human studies or equivalent
- A minimum of 3 years' experience working in a related field, or
- An appropriate combination of education and experience in the field of Social Work or related field, which FNTI deems to be appropriate.

**Personal Support Worker**

*(Hybrid Delivery, Theory - Virtual, Clinical and Consolidation courses – in person, onsite at a facility)*

**1 year - Ontario College Certificate**

This program trains students to offer personal care and home management services to clients in community or institutional settings. Personal support workers provide services to clients with physical, cognitive, emotional and behavioural challenges. PSWs are highly sought after as health care providers, working collaboratively as part of the health care team or in a supported independent living environment.

*Essential Qualifications for PSW Instructors:*

- Registered Nurse, Registered Practical Nurse, or equivalent, in good standing with the Ontario College of Nurses
- A minimum of 3 years' experience in a health care environment, or
- An appropriate combination of education and experience in the field of Health Science or related field, which FNTI deems to be appropriate

**Practical Nursing**  
**(In-person, Full Time Traditional Delivery)**  
**2 Years - College Diploma Program**

Learners prepare for a career in this in-demand health field in this 5 day per week, in-person training. Training includes theory, labs, and on-site clinical training in varied settings at various facilities. Training culminates with a seven-week, pre-graduate placement experience working with a registered practical nurse. Graduates are sought after all over the world working independently or as part of a health care team.

*Essential Qualifications for PN Instructors:*

For nursing courses:

- Registered member of the College of Nurses of Ontario, with at least a BScN and in good standing, (or equivalent): RN, NP and RPN
- A minimum of 3 years' experience in a health care environment

For non-nursing courses:

- A relevant degree or diploma in the field of Health and Human Studies or equivalent
- A minimum of 3 years' experience working in a related field, or
- An appropriate combination of education and experience in the field of Health and Human Science or related field, which FNTI deems to be appropriate.

**Please indicate the specific program(s) you are applying to in the subject line of your cover letter and send along with your resume, and three references, outlining how you meet the qualifications, to:**

Samantha Souliere, HR Manager  
Email: [HR@fnti.net](mailto:HR@fnti.net)

***All qualified applicants are welcome to apply, however FNTI provides preference to those applicants with Indigenous ancestry who self-identify.***

*Successful candidate must provide a satisfactory CPIC and vulnerable sector check*

Please visit our website to learn more about our organization at [www.fnti.net](http://www.fnti.net)

**Thank you for your interest. Only those selected for an interview will be contacted.**