



## **Queen's University**

### **Director, Four Directions Indigenous Student Centre**

*Queen's University is situated on the territory of the Haudenosaunee and Anishinaabek.*

*Ne Queen's University e'tho nón:we nikanónhsote tsi nón:we ne Haudenosaunee táhnon Anishinaabek tehatihsnonhsáhere ne onhwéntsya.*

*Gimaakwe Gchi-gkinoomaagegamig atemagad Naadowe miinwaa Anishinaabe aking.*

Founded in 1841 and a member of [Canada's U15](#) group of research-intensive universities, [Queen's University](#) continues to be a global pillar of scholarly excellence and a place where students, faculty, staff, and the greater community can convene to realize a better future by addressing the challenges of present day. With over 30,000 students—made up of learners from over 101 countries—and a dedicated employee complement, Queen's University is steadfast in their commitment to reconciliation and promoting a deeper understanding of Indigenous histories, knowledge systems, and experiences, and stands in support of an inclusive, diverse, and sustainable society. It is within this context that Queen's invites nominations and applications for the highly influential role of *Director, Four Directions Indigenous Student Centre*, a position that will have transformative impact on the experience of Indigenous learners studying at Queen's.

The Four Directions Indigenous Student Centre (FDISC) exists to support the development and well-being of Indigenous students at Queen's University. In keeping with the teachings of the Four Directions, the Centre supports individual Indigenous students in balancing their academic, spiritual, physical, and emotional needs. Services offered include advising, counselling, Elder guidance, academic events, and cultural programming.

Reporting to the Senior Director, Student Equity, Inclusion, and Belonging and as a member of the Division of Student Affairs (DSA) Senior Leadership Group, the Director leads the FDISC staff, and is responsible for strategically planning, implementing, and evaluating the Centre's programs and services. The Director serves as an expert resource for students, faculty, and staff regarding Indigenous students' experiences. They also work to promote and maintain strong collaborations and partnerships with

other student services offices within the Division of Student Affairs, as well as the embedded Indigenous student supports that can be found on campus.

For more information on FDISC, the Office of Indigenous Initiatives, and the Division of Student Affairs, visit the following links: <https://www.queensu.ca/fourdirections/>, <https://www.queensu.ca/indigenous/>, and <https://www.queensu.ca/studentaffairs/>.

## **Qualifications**

Among the qualifications being sought in candidates, the incoming Indigenous leader must have a deep and abiding commitment to advancing reconciliation, equity, diversity, and inclusion in all its forms and must believe, intrinsically, in the importance of leading with courage and generosity, and welcoming community ideas that can be brought together and turned into possibility. While all Indigenous candidates are encouraged to apply and, in so doing, share how they see themselves adding value to the Queen's University environment, the following credentials and/or experiences are seen as possible markers of the candidates most likely to realize success in the role:

- A) several years of managerial experience specifically in the areas of budget development, program development, and human resource management;
- B) Indigenous citizenship, connection to an Indigenous community, and a strong knowledge of Indigenous culture(s), practices, and communication styles;
- C) comprehensive knowledge of Indigenous histories, traditions, knowledge systems, and contemporary issues, as well as experience in implementing complex initiatives related to Indigenous education;
- D) extensive Indigenous community development or partnership-building experience;
- E) demonstrated professional experience or academic work in student affairs, student development, education, or a related field;
- F) exceptional communication, diplomacy, and interpersonal skills and abilities to establish credibility, influence outcomes and win cooperation from a variety of audiences; and
- G) demonstrated skills in program development and enhancement, including the initiation, fostering and preparation of funding proposals.

## ***How to Apply***

This position is subject to Queen's [Targeted Hiring Policy](#) and Queen's Interim [Hiring Policy for Indigenous Specific Positions](#). In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. **All interested applicants can send their resume to Deborah Miller or Candice Frederick**

by e-mailing [dmiller@bipocsearch.com](mailto:dmiller@bipocsearch.com), or can apply through the BIPOC Executive Search mobile app.

As per the AODA Act, for applicants living with a disability accommodation will be provided throughout the search process. Should accommodations be required, please make Deborah Miller aware by using the above e-mail address.

We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.

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