



EMPLOYMENT OPPORTUNITY
Internal/External Posting
Vice-President, People,
Organizational Culture and Development
3 YEAR TERM

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. An Indigenous post-secondary institution, FNTI offers programs targeted at Indigenous learners across a wide range of post-secondary disciplines including aviation, health, business, and public administration. FNTI delivers programming locally through its main campus in Tyendinaga on Ontario's beautiful Bay of Quinte, as well as in numerous community locations throughout Ontario.

Description:

The Vice-President, People, Organizational Culture, and Development (VP, POC&D) holds a pivotal role at the FNTI (First Nation Technical Institute) in Ontario, reporting directly to the President. This executive position is responsible for steering the institution towards excellence in fostering an enriching organizational culture, developing its people, and efficiently managing its financial and physical resources, including Information Technology (IT). As a key member of the senior leadership team, the VP, POC&D champions initiatives that align with FNTI's mission, vision, and values, particularly focusing on enhancing the educational delivery and development of its staff and students within an Indigenous context.

Responsibilities:

Leadership and Strategic Direction:

- Provide visionary leadership that enhances FNTI's mission, vision, and values, with a strong focus on creating an inclusive, supportive, and culturally enriched organizational environment.
- Lead the development and implementation of strategic initiatives in organizational development, people management, and resource allocation that support FNTI's strategic goals.
- Act as a spokesperson for FNTI, representing its interests in various internal and external forums, including interactions with government bodies, funding organizations and stakeholders to secure necessary resources.

Organizational Culture and Development:

- Foster a values-based, shared leadership model that promotes consultative decision-making and collective responsibility.
- Guide the institute in adopting best practices in HR management, focusing on professional development, diversity, equity, and inclusion within the context of Indigenous education and community engagement.
- Mentor and support staff in achieving their development goals, ensuring alignment with the institute's strategic objectives.

Financial and Resource Management:

- Oversee all aspects of financial planning, reviews and approvals, budgeting, reporting, and forecasting, ensuring the financial sustainability and integrity of FNTI's operations.
- Manage procurement and vendor selection.
- Manage the institute's physical resources, including IT infrastructure, to support an effective learning and working environment.
- Manage and maintain the institute's facilities and infrastructure.
- Ensure compliance with all relevant financial policies, procedures, and regulations, acting as a key advisor to the President on financial matters.

Administration:

- Lead the strategic planning process across areas of responsibility, addressing opportunities and challenges with innovative solutions.
- Ensure effective management practices that are aligned with FNTI's values and strategic objectives.
- Oversee health and safety practices, maintaining a safe and secure environment for all members of the FNTI community.

Other duties assigned by the President

Qualifications:

- A post-graduate degree in Business, HR, or a related field, with a preference for candidates possessing five years of relevant experience in the post-secondary sector, ideally within an Indigenous context.
- Demonstrated knowledge and experience in Indigenous education and engagement with Indigenous communities.
- Proven leadership capabilities at the executive or senior management level, with a strong track record in HR and financial management.
- Exceptional skills in strategic planning, team-building, communication, and interpersonal relationships, with a collaborative, respectful, and innovative approach to leadership.
- Experience in securing financial resources and managing relationships with government and educational partners.
- Strategic thinker with the ability to anticipate future trends and challenges and develop proactive solutions.
- In-depth knowledge of employment law, regulations, and best practices.

The Vice-President, People, Organizational Culture and Development will embody FNTI's commitment to nurturing a vibrant community that supports the growth and success of its students and staff through innovative leadership and dedicated management of the institute's resources and culture.

Conditions of Employment:

- Willing and able to travel on occasion as well as work overtime as required
- Successful candidates must provide a satisfactory CPIC and vulnerable sector check

Notes:

- All qualified applicants are encouraged to apply, however FNTI provides preference to those applicants with Indigenous ancestry who self-identify.
- Must be legally entitled to work in Canada

Please forward your cover letter, resume, and two references, by close of business on

April 24, 2024 to: Raven Tabobandung, HR Advisor

E-mail: HR@fnti.net

Thank you for your interest. Please note only those selected for an interview will be contacted.

