



314 Airport Road,
Tyendinaga Mohawk Territory, ON
K0K 1X0

P. 613.396.2122
TF. 800.267.0637
F. 613.396.2761

Employment Opportunity

Instructional Designer, Bachelor of Indigenous Midwifery

Position Type: Contract

Position Status: New Position

Location: Remote

Reports To: Academic Dean, Stand Alone Programs

Hourly Rate: \$27.66/hour plus 4% vacation pay

About FNTI (First Nations Technical Institute)

FNTI is an Indigenous-owned and governed post-secondary institution dedicated to serving Indigenous learners. Established in 1985, FNTI has graduated over 4,000 students through certificate, diploma, and degree programs delivered in partnership with Ontario's colleges and universities.

As a First Nation-mandated, not-for-profit, and registered charitable organization accredited by the Indigenous Advanced Education and Skills Council (IAESC), FNTI delivers a range of post-secondary programming grounded in Indigenous knowledge and community connection. Through its community-driven and intensive delivery model, FNTI enables learners to remain connected to their families and communities while pursuing meaningful educational and career pathways.

Since the Indigenous Institute Act, 2017, FNTI has advanced the development of independently accredited degree programs, created by Indigenous people, for Indigenous people. Programming is delivered from its main campus in Tyendinaga on the Bay of Quinte, as well as virtually.

Position Summary



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The Instructional Designer supports the development of Indigenous-centred, engaging, high-quality, interactive, outcome-based course learning content and learning resources for adult learners using evidence-based teaching and learning methodologies and strategies.

The incumbent works directly with subject matter experts and applies learning and instructional design theories, practices, and methods to design and develop learning content and learning assessment activities. The instructional designer adheres to established quality assurance, WCAG and AODA standards for new program and course curriculum, and the revision of existing program and course curriculum.

The Instructional Designer engages with instructional teams, staff and learners in a wide range of activities, including but not limited to supporting course development, professional development, consultations, scholarship of teaching and learning and supporting innovation in teaching and learning.

Key Responsibilities

- Lead the design and development of engaging learning activities and compelling course content that is learner-centred and enhances learner success in collaboration with instructional teams and subject matter experts.
- Create accessible, and inclusive learning experiences using universal design for learning (UDL) principles.
- Design and oversee the development of relevant program-specific resources including documents, multi-media, templates, processes, etc. for instructors and learners.
- Recommend and design authentic assessments.
- Collaborate with program areas as they strategically approach the selection of delivery modalities and pedagogical methodologies in the delivery of their programs.
- Support SME training and on-boarding.
- Suggest pedagogical options grounded in evidence-based research and proven-



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practice.

- Recommend, advocate for, and utilize new and potentially transformational instructional strategies to enhance learner success.
- Remain current on emerging trends and new research in instructional design, curriculum development, educational technologies and Indigenous post-secondary education.
- Contribute insights and recommendations during program/course design and during the development/refresh of curriculum.
- Co-create learning design and development processes, resources, and tools to support quality assurance and continuous improvement.

Qualifications

- Undergraduate degree in Education, ideally specializing in Indigenous adult education, instructional design or curriculum development. Candidates with a related undergraduate degree plus instructional design certification from a recognized, accredited institution and significant related experience may also be considered.
- A minimum of the two years of demonstrated professional experience focused on a combination of instructional design, Indigenous Education, post-secondary course development, post-secondary program development and redevelopment, multiple delivery modalities, and educational technologies.
- Post-secondary teaching experience with Indigenous learners.

Competencies

- Intimate knowledge of the drivers of success in post-secondary education for Indigenous learners.
- Intimate knowledge and experience in creating culture-based learning environments for Indigenous learners.
- Experience in utilizing instructional design approaches to the creation of courses, activities, resources and assessments.



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- Strong proven understanding of varied pedagogical practices including adult education strategies and experiential learning in face-to-face, blended or on-line modalities.
- Knowledge of evidence-informed, learner-centred practices in the curricular, pedagogical and assessment aspects of teaching and learning.
- Knowledge of a range of teaching and learning strategies.
- Knowledge of new and emerging teaching and learning applications and technologies and how to integrate them appropriately in classes, courses, and programs.
- Ability to work with technology to support and enhance teaching and learning.
- Excellent project management, organizational and time management skills. Able to manage multiple, diverse projects simultaneously.
- Excellent interpersonal skills.
- Strong creative thinking skills.
- Adaptable, resilient and solution oriented.
- Strong graphic and visual design skills are an asset.

Conditions of Employment

- Willing and able to travel occasionally and work overtime as required.
- Successful candidates must provide a satisfactory Criminal Record Check.
- Must be legally entitled to work in Ontario, Canada.

Equity, Inclusion & Accessibility

FNTI is an inclusive employer. We welcome applications from candidates with diverse backgrounds and experiences. In accordance with the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code (OHRC), applicants may request accommodation at any stage of the recruitment process.

To request accommodation during the application process, please contact hr@fnti.net with the job title and accommodation details.



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FNTI provides preference to qualified applicants of Indigenous ancestry who self-identify.

How to Apply

Interested candidates are invited to apply through the **FNTI Careers website** ([FNTI Careers — FNTI](#)) by submitting:

- A cover letter outlining interest and qualifications
- A current resume

Applications must be submitted online through the FNTI Careers site by **May 31, 2026**.

We thank all applicants for their interest; however, only those selected for an interview will be contacted.

Posting Date:

March 3, 2026

Application Deadline:

May 31, 2026