



314 Airport Road,
Tyendinaga Mohawk Territory, ON
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Employment Opportunity

Faculty, Bachelor of Indigenous Social Work Program

Contract – Program to commence, September 2026

Remote with potential for in-person deliveries

About FNTI (First Nations Technical Institute)

FNTI is an Indigenous-owned and governed post-secondary institution dedicated to serving Indigenous learners.

Our community-driven approach and intensive program delivery model allow learners to stay connected to their families and communities while pursuing their education and preparing for meaningful careers.

FNTI is a First Nation-mandated, not-for-profit, and registered charitable organization, and is accredited by the Indigenous Advanced Education and Skills Council (IAESC). Since the *Indigenous Institute Act, 2017*, FNTI has been diligently working to launch independent degree programs, developed and accredited by Indigenous people, for Indigenous people. The Bachelor of Indigenous Social Work program has been accredited by NIAB (National Indigenous Accreditation Board) and IAESC (Indigenous Advanced Education and Skills Council) with the inaugural launch of the BISW program in 2024.

FNTI delivers programming locally through its main campus in Tyendinaga on Ontario's beautiful Bay of Quinte, as well as virtually.

FNTI is hiring Faculty for our Bachelor of Indigenous Social Work Program as we prepare for two cohorts in 2026. We will be creating a qualified faculty pool for Sessional Instructor opportunities.

Description:

Under the direction of the Dean, Stand-Alone Programs, the Faculty Member plays a key role in teaching and knowledge dissemination; providing cultural support to learners; and contributing to administration, coordination, research, and community engagement.



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In all aspects of program development and delivery, the Faculty Member will privilege Indigenous Knowledge and Indigenous ways of knowing and being.

The Faculty Member is responsible for meeting expectations across all phases—orientation, preparation, instruction, and learner follow-up/support. For Sessional Instructors, this will reflect 140 hours per course, delivered in an intensive professional delivery mode.

The Faculty Member supports the Institute’s strategic priorities and adheres to the Values, Mission, and Vision of FNTI.

Responsibilities:

Teaching, Program Development & Quality Assurance

Curriculum & Outcomes

- Develop curriculum to support vocational, course, and Indigenous learning outcomes and ensure it meets learners’ needs.
- Support all learning outcomes and design appropriate teaching methodologies for achieving them and assessing learner success.
- Ensure Indigenous Knowledge is infused in course content, with a focus on learner support and cultural context.

Instruction & Delivery

- Prepare, instruct, and deliver courses within a cultural framework, adhering to FNTI’s “braided healing with learning” approach.
- Incorporate Indigenous knowledges, ways of knowing/being, and Indigenous worldview in course development and planning.
- Deliver 45 total contact hours over the course cycle, ensuring learner engagement through a mix of synchronous and asynchronous activities.

- Assess learner performance according to the course outline and FNTI's academic framework; be responsible for overall assessment of learner work within assigned courses.

Cultural Framework & Protocols

- Facilitate space for the inclusion of medicines and traditional healing practices during each course.
- Provide learners with cultural supports and assistance in ways meaningful to the learner.
- Collaborate with the Cultural Advisor to provide ceremonies and traditional teachings appropriate to meeting Indigenous learning outcomes.
- Implement appropriate Indigenous protocols within the classroom, ensuring the cultural framework is followed (e.g., openings and closings, smudging, circles, drumming and singing, cultural practices).
- Ensure Indigenous Pedagogy and Andragogy practices are implemented in the classroom wherever possible.

Learner Support, Case Management & Debriefing

- Provide ongoing support throughout the 4-week cycle, including up to 6 office hours over the 45-hour course (outside instructional hours) for additional academic assistance.
- Offer academic and learner support throughout the term of appointment (e.g., one-on-one mentoring, personalized academic guidance).
- Monitor and address academic progress, offering support and resources to ensure learner success.
- Be available for informal interactions and community gatherings that foster belonging within FNTI's learning community; attendance strengthens connections



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and promotes continuity and collaboration.

Service (Administration & Coordination)

- Support program implementation planning (process development, mapping, evaluations, admissions committee selection, as required).
- Utilize the Learning Management System (LMS) for daily lesson plans, presentations, and communication with students in advance of and during curriculum delivery.
- Participate in program development, delivery, assessment, and revision with Knowledge Keepers, community members, students, program alumni, local community organizations, program staff, and faculty.
- Participate in assessment/evaluation of the alignment of program curriculum, policies, and practices with program goals and philosophies.
- Attend faculty and cross-team meetings, as required.
- Debriefing/Program Evaluation: Following instructional activities and/or throughout the semester/academic year, participate in debriefing/program evaluation sessions with the teaching team and program leadership to review outcomes, address challenges, and contribute to ongoing course and program development.

Other duties as required.

Qualifications:

Education and Experience

- Master's degree in a relevant discipline (e.g., Social Work, Justice, Education, or related field) with a minimum of three years of post-master's experience delivering high-quality teaching and curriculum development at the post-secondary level, or an equivalent combination of education and professional practice;



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- Demonstrated experience in Indigenous education and practice, including working with Indigenous learners and communities, with the potential for a successful trajectory aligned with the vision and mission of FNTI;
- Knowledge of the histories, cultures, and contemporary realities of Indigenous peoples and communities; and,
- Combination of Indigenous knowledge, teachings, training, and lived or professional experience that FNTI considers appropriate for the role.

Other Knowledge, Skills and Abilities

- Excellent organizational and time management skills;
- Ability to perform in a complex, fast paced environment while maintaining a high degree of confidentiality;
- Ability to act as the leader in the classroom;
- Excellent communication and interpersonal skills;
- Excellent written and oral communications skills;
- Demonstrated ability to conduct research as part of storyboard development;
- Demonstrated ability to work collaboratively and successfully with Indigenous communities and organizations;
- Ability to build effective relationships in a cross-cultural setting, specifically as it relates to Indigenous cultures;
- Familiarity with content development tools/programs;
- Excellent organizational skills and time management skills to meet tight deadlines;
- Ability to think strategically and analytically with attention to detail; and,
- Ability to work flexible hours when required.

Conditions of Employment:



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- The Faculty Member must complete FNTI's orientation, familiarize themselves with our curriculum, teaching methodologies, and guiding principles. They must attend relevant scheduled programs and teaching team meetings.
- In addition, participation in a mandatory two-day Wise Practice training is required. This training is pre-scheduled for the summer of 2026; regardless of when a course is taught, Faculty must make themselves available to attend this designated session.
- Willing and able to travel on occasion as well as work overtime as required.
- Successful candidates must provide a satisfactory 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 Ontario, Canada
- Hourly starting pay rate:
 - o \$50.00 for Sessional Instructors (max 140 hours per course delivery).
- This is a new position posting

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.

How to Apply

Interested candidates are invited to apply through the **FNTI Careers website** ([FNTI Careers — FNTI](https://www.fnti.net/careers)) by submitting:



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

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

Posting Date:

March 12, 2026

Application Deadline:

Posting will remain open until filled.