



Full-time Position, Director of Academic Development and Learning Enhancement

Northwest Inter-Nation Family and Community Services (NIFCS)

JOB OPPORTUNITY

Building on Strengths

Empowering Others

Keeping Children Safe and Connected to their Families & Traditions

If these statements resonate with you, please consider this opportunity to join the [NIFCS](#) team as a Director of Academic Development and Learning Enhancement in Prince Rupert or Terrace, BC. This is a one year full-time position with the possibility of extension depending on key performance indicators and budget.

Position Summary: assist the Executive Director and the Board in creating, supporting and coordinating children in care to achieve their education goals and intellectual potential. You will facilitate school-wide approaches with NIFCS to learning and academic support toward self-determination in developing educational programs and curricula.

Primary Responsibilities and Duties

- Implement and facilitate learning and student development opportunities through strategic cultural-context-appropriate initiatives and customized project work.
- Take a key role in the assessment process, supporting Team Leaders, Social Workers, Clinicians, Elders and Representatives of each Band to identify students' current educational and cultural needs.
- Prepare reports for the Team Leaders and Practice Managers to identify the specific learning, behaviour and language needs with the recommendation of how NIFCS, Bands, partners and schools can work collaboratively to meet children in care educational needs.
- Provide strategic leadership, insight and in-depth knowledge to support NIFCS in delivering its strategic goals regarding academic development and student learning.
- Conduct the annual budget and manage it for the Service, ensuring that future developments are planned, cost and executed. As well as, prepare cash/credit card expenses reports, travel expense reports and supplier invoices.
- Manage transitions into the school and extra-curricular activities for children in care.
- Lead the induction/cultural program into schools and home for children in care.
- Disseminate information to all relevant staff that will support the integration and success of children in care.
- Devise, implement, monitor and review individual educational plans in collaboration with teachers, NIFCS staff, families and children in care.
- Support teachers/principal/vice-principal and NIFCS staff in understanding and implementing appropriate strategies to enable rapid CIC progress at school and home.
- Model support strategies for staff as appropriate and lead intervention sessions for children in care.
- Support families, clinicians, social workers and teachers across the schools where the CIC are currently studying with interventions and strategies to support CIC with specific behavioural difficulties.
- Support families, clinicians, social workers and teachers in accessing outside support for behavioural difficulties where appropriate (e.g., with Attention-Deficit Hyperactivity Disorder (ADHD) or Autism Spectrum Disorder (ASD)).
- Design specific behaviour support plans with social workers, teaching staff and families to support students to be happy and feel belonging.
- Work individually and/or in small groups with children in care who require specific interventions to help them achieve academic excellence and cultural needs.
- Practice leadership in a manner that is viewed positively and has the support of those with whom the Director works in carrying out duties.
- Create partnerships with all educational institutions in BC and Canada to represent the agency in all educational events/opportunities and will recruit students with access to Practice Education Experiences.
- Perform other duties within the scope of the position as assigned.

Basic Qualifications

- All employees of NIFCS are required to submit a Criminal Record Check with Vulnerable Screening and comply with the Occupational Health and Safety Act (OHSA), its regulations and all occupational health and safety policies and procedures. Further, to work evening and flexible hours and attend cultural awareness training.
- A valid Class 5 driver's license and a clean driving abstract are required.
- Travel in this position is required.
- Must be fully COVID vaccinated and comply with all public health orders and policies throughout their employment.

Experience, Knowledge, Skills and Abilities

- A minimum Ph.D. or Doctoral degree in education or social sciences; Master of education.
- Qualification in primary and secondary education and administration/public policy.
- Qualification in teaching children and youth.
- Strong working knowledge of First Nations culture.
- A minimum of 5 years of teaching experience, evidence-based research, curriculum development, pedagogy, recruitment, administration, indigenous traditional knowledge, gender equality, community -based cultural approaches and practices related to child, youth and family services to support the development of culturally appropriate policy, service delivery and practice.
- Experience in leading staff training in strategies to support learners with culture, pedagogy, communication and administration.
- Evidence of effective project management skills and abilities in motivating staff and achieving results through others.
- Evidence of marketing and recruitment with a focus on building strategic educational partnerships and a network of feeder schools.
- Ability to understand, empathize with and enjoy the culture, ethos and values of First Nations.
- Ability to inspire and motivate students with a creative and flexible approach, backed by a thorough knowledge of appropriate screening tools and standardized testing materials.
- Flexibility to learn and adapt to new cultures and situations.
- Understanding of colonial history and how it impacts Indigenous peoples in Canada.
- Excellent knowledge of current curriculum approaches and sound teaching practices.
- A willingness to explore innovative approaches from across the educational field.
- Experience in developing Student Learning Plans and an ongoing Case Management Approach.
- Knowledge and awareness of First Nation culture, traditions, history, demographics, family structures and socio-economic dynamics, challenges and aspirations, especially regarding the seven Member Nations.
- Ability to demonstrate a commitment to embodying a personal addiction-free lifestyle.
- Must have good interpersonal skills and excellent verbal/ written communication skills.
- Must be able to work both autonomously and within a team setting; maintain confidentiality.
- Must have good organizational skills, be flexible, and be responsible.
- Open to learning and being part of a dynamic team.

Compensation & Benefits

- You can expect a supportive work environment and a total compensation package which includes a competitive wage and extended health and dental benefits.
- This is not a Bargaining Unit position and is open to all genders.
- An eligibility list may be established to fill permanent and/or temporary vacancies.

Submission Deadline:

- February 24, 2023.
- We invite all interested parties to apply by emailing your cover letter and resume in the strictest confidence to kathleen.bennett@nifcs.org.