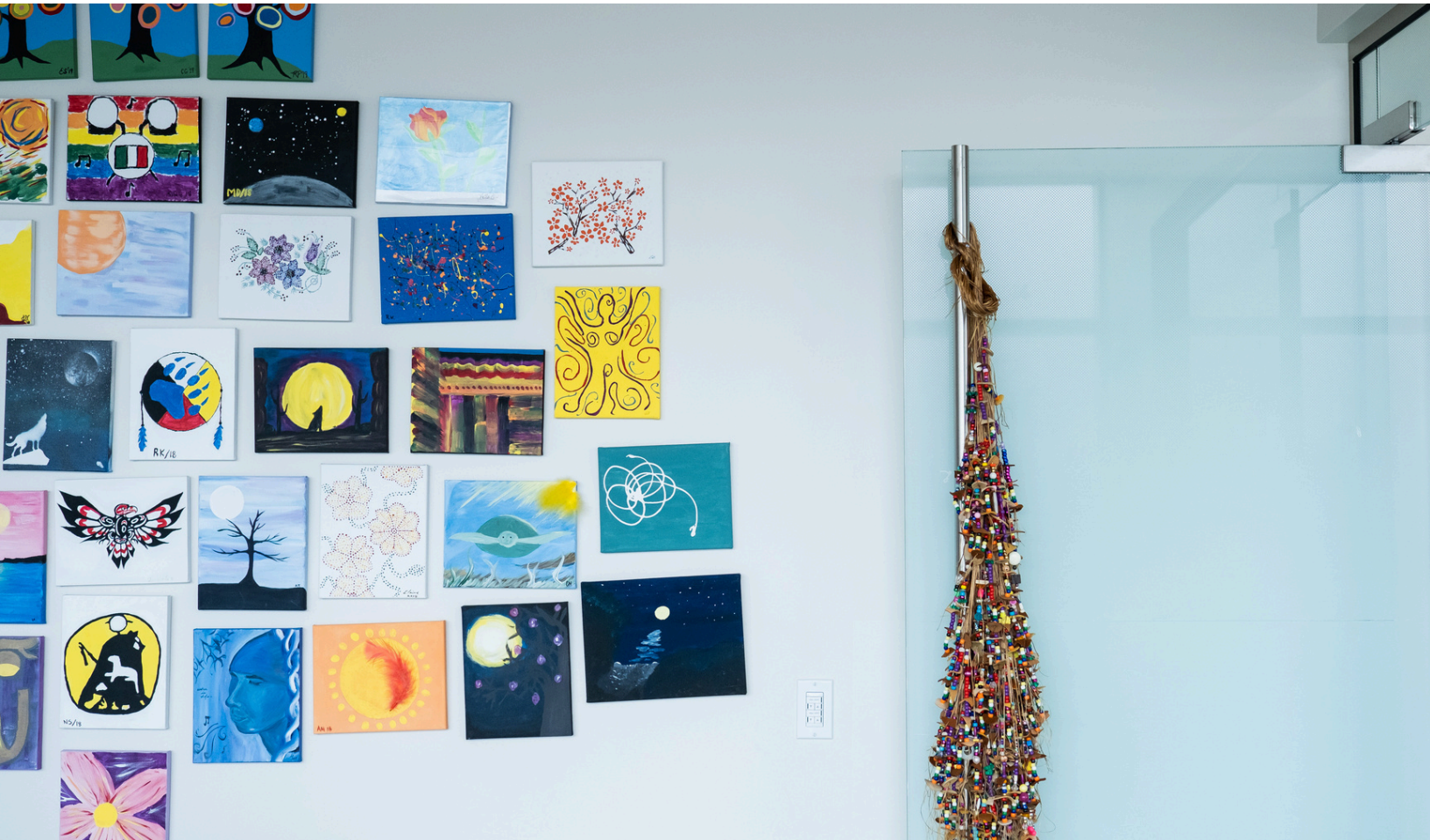




**PATHWAYS
EXECUTIVE SEARCH**



Director, Indigenous Initiatives



**St. Lawrence
College**



The Organization

St. Lawrence College (SLC) is situated on the traditional lands of the Anishinaabe and Haudenosaunee Peoples. Established in 1967, SLC is a public college with campuses in Kingston, Cornwall, and Brockville. The college serves a diverse student population and offers a wide range of post-secondary programs. Committed to supporting Indigenous students and promoting Indigenous education, the college founded the Indigenous Education Council (IEC) in 1993. The IEC plays a crucial role in advocating for the needs and interests of Indigenous students while advancing the goals outlined in the Indigenous Student Success Fund for Colleges and Universities program and the Multi-Year Accountability Agreement.

Objectives of the Indigenous Education Council (IEC)

The IEC focuses on:

- **Supporting Indigenous Student Success:** Supporting Indigenous learners throughout their post-secondary journey, emphasizing that the process is as important as the outcome.
- **Raising Cultural Awareness:** Increasing the sensitivity and awareness of Indigenous culture and issues within the college community.
- **Creating a Welcoming Environment:** Establishing a safe, comfortable, and inclusive space where Indigenous students can thrive and flourish as individuals and as community members.

The Organization continued

Engagement with Local First Nation Communities

SLC acknowledges the importance of fostering strong relationships with local First Nation communities and promoting Indigenous education and cultural awareness within its programs and services. The college is situated on lands that are home to several First Nations, including but not limited to:

- **Mohawks of the Bay of Quinte:** Located near Kingston, this community is part of the larger Haudenosaunee Confederacy and has a rich cultural heritage.
- **Mohawks of Akwesasne:** Situated at the border of Canada and the United States, Akwesasne is home to members of the Mohawk Nation and is known for its unique governance and cultural practices.

By actively collaborating with Indigenous communities, SLC aims to enhance the college experience for Indigenous students while fostering greater understanding and appreciation of Indigenous cultures among students, staff, and faculty.

Vision

Rooted in our communities, we will be a globally recognized college delivering innovative learning opportunities and preparing career-ready graduates to be leaders in their fields.

Mission

We are dedicated to student success, academic excellence, and leadership in our communities.

Values

- We put our students first. Our staff is committed to providing our students with the programs, services, and personal support to ensure their success.
- Through teamwork, we strive to deliver excellence in all that we do – for our students, our colleagues, and our communities.
- We believe that building upon our achievements and focusing on innovation will advance the College and allow us to meet the evolving needs of our students now and in the future.
- We exemplify integrity; it governs our actions and decision-making processes.

The Organization Continued

- We believe honesty, inclusivity, and accountability are the pathways to success. As our communities evolve, we look to create a sense of belonging for our students, team, and partners. We celebrate diversity, respect our differences, value contributions, and foster an environment where everyone feels they can participate without discrimination in our college community.

To learn more about St. Lawrence College, please visit:

<https://www.stlawrencecollege.ca/>



The Opportunity

Key Responsibilities

The role is focused on advancing Indigenous education, engagement, and cultural integration at St. Lawrence College (SLC). Responsibilities include:

1. Indigenous Outreach and Engagement

- Build and sustain relationships with First Nation, Inuit, and Métis communities to enhance partnerships and develop mutually beneficial programs.
- Expand access and engagement for Indigenous students through targeted initiatives and programs.
- Act as SLC's representative to Indigenous organizations and governance bodies.

2. Student Success and Support

- Oversee the tri-campus Waasaabiidaasamose Centre to provide programs and services that enhance the Indigenous student journey (transition, progression, graduation, and re-engagement).
- Develop and implement initiatives to improve outcomes for Indigenous learners, emphasizing cultural safety and a sense of belonging.
- Collaborate with Elders, Knowledge Keepers, and Indigenous leaders to embed Indigenous Knowledge into student services and programs.

3. Academic and Cultural Integration

- Facilitate the integration of Indigenous Knowledge and Ways of Being into academic programming and college culture.
- Support faculty and staff to build capacity in delivering culturally responsive education.
- Guide the decolonization of college policies and practices, including recruitment and hiring.

4. Leadership and Strategic Initiatives

- Provide guidance on the use of Indigenous spaces and foster an inclusive environment for all students and staff.
- Collaborate with senior leadership to align Indigenous strategies with SLC's strategic priorities.
- Lead the development and execution of plans, policies, and programs that advance truth and reconciliation.

The Opportunity continued

5. Planning and Reporting

- Use qualitative and quantitative data to shape Indigenous strategies and measure student success.
- Prepare and present progress reports to internal and external stakeholders, including funding agencies.
- Manage budgets, resource allocation, and reporting for Indigenous initiatives.

6. Relationship Building and External Partnership

- Develop partnerships with external organizations to support strategic Indigenous initiatives.
- Act as a liaison to government agencies and funding bodies to secure resources for programs.
- Promote culturally appropriate marketing and communication strategies to position SLC as a destination of choice for Indigenous learners.



The Candidate

The Director will be actively aware of local community, provincial, and national conversations regarding existing challenges and opportunities for student success and reconciliation.

Through collective conversations, they will be a source of wisdom for the innovation and development of policies, programs, and services.

The College will work with the incumbent to strengthen relationships with Indigenous communities and, in partnership with the IEC, foster an engaged learning community. The incumbent is the champion for the College's collective responsibility of Indigenization and truth and reconciliation. By listening to stories and experiences of those impacted by a colonial system, true change and progress can be made. With trust established with various community leaders, educators, Elders, Knowledge Keepers, and leaders from First Nation, Inuit, and Metis communities, they will serve as primary liaison.

Qualifications, Skills, and Abilities

- Well-developed skills in consulting with diverse groups of people.
- Leadership skills gained within an Indigenous community.
- An understanding of the correct protocols in approaching Indigenous communities.
- Well-developed interpersonal and communication skills.

Education

- Master's Degree in Social Sciences or another relevant field of study.

Experience

- Minimum seven (7) years of previous experience working in a post-secondary setting or similar environment. Lived experience in Indigenous Ways of Knowing and Being, including experience working with Indigenous student populations and outreach to Indigenous communities. Must have a connection to their Indigenous community.
- Experience engaging with Indigenous communities to develop initiatives, programs, and services that advance Indigenous Ways of Knowing and Being. Familiarity with working in Circles, Indigenous protocols, and Restorative Justice protocols, and working with Elders and Knowledge Keepers. Non-judgmental listener, knowledgeable about alternative approaches to conflict resolution and community practices in healing, with mediation skills.
- Experience in leadership, team management, and driving social change grounded in a strong mission and values.

The Cities: Kingston, Brockville, and Cornwall

Kingston

Nestled on the traditional lands of the Anishinaabe, Haudenosaunee Confederacy, and Huron-Wendat First Nations, Kingston is a vibrant and historic city that blends old-world charm with modern innovation. Known in Anishinaabemowin as “Gaadanokwii,” meaning “a great meeting place,” and as “Ka’tarohkwi” or “Ken’tarókwen” in Mohawk and Huron-Wendat, meaning “a place where there is clay,” Kingston boasts a rich cultural heritage. As the “Limestone City,” its downtown features stunning 19th-century architecture, limestone streetscapes, and a bustling mix of shopping, dining, and cultural attractions like Springer Market Square and Kingston City Hall. Located at the confluence of the St. Lawrence River, Rideau Canal, and Lake Ontario, Kingston offers world-class freshwater sailing and is home to the Rideau Canal UNESCO World Heritage Site, adjacent to the Frontenac Arch Biosphere. With a thriving population of over 130,000, Kingston is a hub for year-round festivals, including the Kingston Canadian Film Festival, Limestone City Blues Festival, and Reelout Queer Film Festival, making it a dynamic destination for visitors and residents alike.

Brockville

Brockville, a picturesque city along the St. Lawrence River, is a vibrant regional hub for commerce and tourism with a welcoming community of 21,000 residents. Nestled in Leeds and Grenville County, Brockville is celebrated for its historic downtown architecture, scenic waterfront parks, and stunning natural beauty. The city offers a rich variety of attractions, including the Brockville Aquarium, access to the breathtaking 1000 Islands, and a calendar full of lively festivals and events. With its unique blend of history, charm, and community spirit, Brockville is an inviting destination for visitors and a delightful place to call home.

Cornwall

Cornwall, a vibrant city along the St. Lawrence River near the Quebec border, is home to a welcoming community of 46,000 residents. Steeped in history as a former hub of the fur trade and a vital transportation center, Cornwall blends its rich heritage with a modern, thriving community. Known for its cultural diversity, the city celebrates its multicultural roots through a variety of events, festivals, and organizations that foster inclusivity and connection. With its historical charm, scenic riverfront, and contemporary amenities, Cornwall is an inviting place to live, work, and explore.



To Apply

To apply, please submit a Cover Letter and Resume in PDF format directly to Pathways Executive Search outlining your interest, qualifications, and experience.
Applications@PathwaysExecutiveSearch.com

For more details or to further explore this important leadership opportunity, please contact:

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Pathways Executive Search is a national recruitment firm offering Indigenous-focused professional services. With a mission to make recruitment and career journeys less challenging and more equitable, Pathways is guided by Indigenous values and principles of Indigenous inclusion, which underscore the capacity to build an inclusive process for all racialized and equity-deserving professionals.