



PATHWAYS
EXECUTIVE SEARCH



Director of Research



*National Centre for
Truth and Reconciliation*

UNIVERSITY OF MANITOBA

*Centre national pour la
vérité et la réconciliation*

UNIVERSITÉ DU MANITOBA



National Centre for Truth and Reconciliation

A shared vision held by those affected by Indian residential schools (IRS) was to create a place of learning and dialogue where the truths of their experiences are honoured and kept safe for future generations. They wanted their families, communities, and all of Canada to learn from these atrocities so they would not be repeated. They wanted to share the wisdom of the Elders and Traditional Knowledge Keepers on how to create just and peaceful relationships amongst diverse peoples. They know reconciliation is not only about the past but also about a future all Canadians will forge together. The historic Truth and Reconciliation Commission concluded IRS was cultural genocide. Their vision is a gift to all of Canada and the world.



The Organization

The National Centre for Truth and Reconciliation (NCTR) is a place of learning and dialogue where the truths of residential school Survivors, families and communities are honoured and kept safe for future generations. The NCTR is hosted by the University of Manitoba, educating Canadians and reaching out globally on the profound injustices inflicted on First Nations, Inuit, and the Métis Nation by the forced removal of children to attend residential schools and the widespread abuse suffered there.

The NCTR was created to protect the history of the residential school system and to document its many stories, including the legacy of human rights abuse inflicted upon Indigenous children and peoples. It also promotes continued research and learning while honouring Survivors in a way that fosters reconciliation and healing.

Based on the foundation of truth-telling, the NCTR was gifted the spirit name *bezhig miigwan* which means “one feather” in Anishinaabemowin, the language of the Anishinaabe people. The name is a reminder that every Survivor needs to be shown the same respect and attention an eagle feather deserves. The name also teaches us that we are all vital to the work of reconciliation. The NCTR is grounded by Indigenous distinct-based ceremony and teachings.

The Organization continued

The NCTR provides survivors and their families access to their own history. It provides educators with accurate and sensitive material for the next generations of learners. It provides researchers with a pathway to understanding more deeply the residential school experience. It provides the public with access to historical records and other materials to help foster reconciliation and healing.

The NCTR holds the largest collection of materials on the history and impacts of the residential school system in the world, and one of the largest collections of oral history records in the country. Most importantly, the NCTR ensures the history of Canada's residential school system will **never** be forgotten.

The Future Home of NCTR

In 2022, the federal government invested \$60 million to create a new permanent home for the NCTR, recognizing its crucial role in reconciliation. Currently, the NCTR operates in spaces across the University of Manitoba. The new facility, expected by 2029, will bring these resources together and serve as a central space for healing, learning, and remembering.

The NCTR's new home will be a safe space for Survivors to come together to share their knowledge and experiences. The Centre will also be a place where family members may visit for healing and to reconnect with lost histories and loved ones. It will be a place where children, families, and people from all walks of life can embark on their own journey of reconciliation based on understanding and appreciating the true history of residential schools. The Centre will be a memorial for children who attended the schools and for those who did not return home – a place where the fire of reconciliation will burn forever.

NCTR Mandate

The NCTR derives its mandate from the Truth and Reconciliation Commission (TRC) of Canada's Calls to Action and from the agreements under which the Centre was established and the records of residential school Survivors first entrusted to its care.

The core pillars of the NCTR's mandate are:

- To be a responsible and accountable steward for the experiences, photos, and memories entrusted to the Centre by the Survivors of residential schools, to honour their truths, and ensure they can never again be forgotten or ignored.
- To continue the research work begun by the Truth and Reconciliation Commission and in this way contribute to the continuing healing of First Nations, Inuit and Métis peoples and the country as a whole.
- To build a foundation for reconciliation by promoting public education and understanding of the residential schools and how they are part of a larger history of violent assaults on the distinct cultures and identities of First Nations, Inuit and Métis peoples.

NCTR Mandate **continued**

Residential school Survivors have expressed a shared vision of a place of learning and dialogue where the truths of their experiences are honoured and kept safe for future generations.

Survivors want their families and communities – and all of Canada – to learn from these hard lessons so they will not be repeated. They want to share the wisdom of the Elders and Traditional Knowledge Keepers on how to create just and peaceful relationships among diverse peoples. They know that reconciliation is not only about the past: It is about a future all Canadians will forge together.

This vision is the foundation of the NCTR – and it is a legacy gift to all of Canada.

Governance

The NCTR is guided by a seven-member Governing Circle who ensure Indigenous input in the control of the materials held by the NCTR. This Governing Circle provides guidance on the centre’s policies, priorities, and activities, on ceremonies and protocols, methods and sources for expanding the Centre’s holdings and resources, and on confirming prospective partners.

The Office of the Vice-President (Indigenous)

The NCTR fulfills this mandate in partnership with the University of Manitoba, under the terms of the University’s original proposal to the TRC, the 21 June 2013 Trust Deed, the 21 June 2013 Administrative Agreement signed between the Truth and Reconciliation Commission and University of Manitoba (“the Administrative Agreement”), and the 13 July 2015 National Centre for Truth and Reconciliation Act.

The NCTR reports through the Office of the Vice-President (Indigenous) (OVPI) at the University of Manitoba. The Vice-President (Indigenous) is responsible for providing leadership and vision in collaboration with University Senior Leadership on all matters relating to Indigenous issues including strategic and academic planning, academic programs, academic support services, research and international partnerships, administration, and external relations.

The OVPI consists of the Vice-President (Indigenous), the Director of the OVPI, the Director of Indigenous Engagement and Communications, two Associate Vice-Presidents, the Executive Director of the National Center for Truth and Reconciliation (NCTR); and several administrative staff. The total operating budget of the OVPI is approximately \$4.9 million.

The Role - Director of Research

The NCTR is seeking a visionary Director of Research who will lead transformative research projects rooted in Indigenous knowledge and histories while ensuring the Centre remains a supportive and respectful environment for all.

Reporting to the Senior Director of Archives and Research, the NCTR's Director of Research will be a well-informed, experienced administrator responsible for the development and support of research projects related to the archival records at NCTR, including initiating and convening meetings, conferences, and research projects that investigate the Indian Residential Schools (IRS) and other related histories.

A key responsibility will be establishing and leading a robust research unit that aligns with the NCTR's mission and values, ensuring excellence in all research activities. The Research Director will also lead the Reconciliation Network Hub and Reconciliation Network SHRRRC grant and operate a small grants program on research related to reconciliation while providing oversight, management and training of the unit and its budget.

A collaborative and astute leader, the Research Director will work collectively with the UM Office of the Vice-President (Indigenous) Research Director in supporting expertise for research related to Truth and Reconciliation, the Calls to Action, Legacy Research of past harms, and exploring contemporary impacts of residential schools with Indigenous communities and nations.

Cultural safety will be a guiding principle in this role, ensuring all research, interactions, and support mechanisms honour Indigenous protocols and provide a safe environment for Survivors and their communities.

They will ensure the NCTR serves as a place where residential school Survivors, their families, and their communities can access and research their records in a safe, supportive, and respectful environment. Additionally, they will ensure families, visitors, and staff who routinely engage with traumatic histories are fully supported.



The Role - Key Responsibilities

Under the direction and guidance of the Senior Director, Archives and Research, the Research Director will be responsible for:

Development of Research Program

The NCTR is an administrative and operational unit of the University of Manitoba. The archives and records of residential school Survivors are unique and offer opportunities for communities and students to collaborate and work in partnership with the Indigenous community and Survivors. The Research Director will:

- Provide oversight of the 'Research Chairs for Reconciliation' SHRRC grant and operate a small grants program for communities engaged in research on reconciliation.
- Collaborate with the Office of the Vice President (Indigenous) Project team focused on developing a framework for research engagement with First Nations, Metis and Inuit communities and an approach to research ethics grounded in Indigenous principles.
- Manage and oversee a robust knowledge mobilization program and amplify research outcomes to further enhance understanding of topics such as Truth and Reconciliation, Indian Residential Schools, Indigenous rights, and colonization.
- In accordance with the standards set forth by the Office of the Vice President (Research & International) (OVPRI), develop an NCTR Research Policy and Ethics which incorporates the concept of reciprocity.
- In collaboration with the Senior Director of Archives and Research, lead/support the promotion and communication of the NCTR/UM Archives process for approved access to the records.
- Foster a collaborative approach to research excellence that is strategic, sustainable, relevant, impactful, and ultimately disseminated to the public, to government, cross-cultural communities, and business leaders.
- Fosters an environment where Survivors are engaged in pre-, during and post-research programs.

Leadership

Experienced leadership skills and expertise is critical in ongoing development for the NCTR in continuing to lead the dialogue on the Calls to Action of the Truth and Reconciliation Commission (TRC). A complete understanding of the need for the TRC and the need for understanding the legacy of residential schools is imperative. A visionary approach to establishing administrative supports to achieve the goals of the NCTR is required. The Research Director will:

The Role - Key Responsibilities

- Lead the Research Unit in the establishment of a multi-year research plan for the archival records held by the NCTR.
- Lead the management of the Reconciliation Network Hub and Reconciliation Network SHRRC grant and NCTR's small grants program related to research on reconciliation.
- Lead the establishment of partnership relationships with academic institutions, researchers, and Indigenous communities related to the ongoing research of the residential school system and other related histories, the uses and representation of history, and trauma-informed approaches to research.
- Lead the development of a framework for research engagement with First Nations, Metis and Inuit communities and an approach to research ethics that is grounded in Indigenous principles in collaboration with the Office of the Vice President (Research & International) (OVPRI) and Office of the Vice President (Indigenous) project team.
- Act as an NCTR liaison with the OVPRI to support the University of Manitoba's efforts in developing major proposals in keeping with the OCAP and ITK principles, UNDRIP, and Indigenous inclusion and reciprocity.
- Take a leadership role in national dialogue with key partners on relevant strategies and actions for truth and reconciliation. Utilize sound leadership practices daily and provide leadership direction to the Research Unit, including setting expectations, workload management, professional development, and evaluating performance.
- In collaboration with the Senior Director of Archives and Research, lead and support, the promotion and communication of the NCTR/UM Archives and lead the establishment of a clear process for approved access to the records.
- Strategically collaborate and support the efforts of the NCTR with colleagues and partners on archival records and reconciliation research projects.

Collaboration and Partnership

Identifies the commitment to continued support of the Calls to Action of the TRC and the mandate of the NCTR. This remains a critical reflection of leadership and commitment to residential school survivors and their legacy. In addition to the national and provincial government commitments, our partnership development will continue to focus on relationships with businesses and corporations and will specifically include the need to have engagement and dialogue with residential school Survivors. The Research Director will:

- Identify processes and partnerships that will support the development of Community partnerships.
- Enhance engagement and communication with the NCTR research partners.
- Ensure that partnerships are reflective of the needs and the engagement of residential school Survivors in developing meaningful inclusive partnerships and projects.

The Role - Key Responsibilities

Operational Management

Effective administrative and operational oversight is a critical component of effective leadership in the NCTR. Programming focuses on the mandate of the NCTR, and projects are aligned with the themes of the mandate. As Research Director, program management will provide support to staff in:

- A clear and focused multi-year Research Plan that reflects a coordinated approach to well-documented and accessible archives and records, a coordinated approach to developing and supporting research projects, and partnerships inclusive of Indigenous community and residential school Survivors.
- Partnership projects reflective of the legacy of residential schools.
- Ensures compliance with University policies and procedures.
- Ensures effective and efficient use of resources for the unit (Human, financial, information and infrastructure).
- Effectively manages the workload and performance of the Research Unit.

The Role - Experience and Qualifications

Qualifications and Mandatory Training

In addition to key competencies and qualifications being fulfilled, the incumbent Director of Research is responsible for ensuring they complete all indicated training, including Accessibility, Environmental Health and Safety, and Policy Review. All training is to be completed within the first year of employment in this position, and refresher training conducted as is appropriate.

Education

- Master's level or advanced degree is required. A combination of education and experience may be considered.

Experience

The successful candidate will possess strong research skills and demonstrate operational knowledge of Indigenous history and expertise in Indigenous knowledge development. Community engagement and lived experience as an Indigenous person is considered an asset.

The Role - Experience and Qualifications

Additionally, the ideal candidate will have:

- At least seven (7) years of relevant experience, primarily in First Nations/Metis/Inuit organizations or other relevant organizations, in a policy, programming, research, administration, negotiation, or leadership capacity.
- Previous administrative experience in a relevant environment is essential.
- Previous experience in leading a team of diverse team members is essential
- Previous academic administrative experience will be an asset.
- Experience conducting, mentoring, or advising on research projects.
- Experience with the application of academic concepts such as decolonization, reconciliation, archives, or Indigenous studies.
- Experience with resources and financial management is required.
- Experience in public speaking and advocacy is required.
- Experience in strategic planning, development and implementation of policies and procedures would be an asset.
- Experience in identifying and developing partnerships to develop new initiatives and secure funding will be an asset.

Abilities, Competencies, and Skills

- Strong working knowledge of academia and academic institutions.
- Ability or knowledge in conducting independent research.
- Must have a full and complete understanding of the impact of colonization and the legacy of the residential schools on Indigenous Peoples in Canada and be passionately committed to de-colonization actions, education, and training to mitigate the stereotypes and myths applied to Indigenous Peoples.
- The ability to foster an environment of cultural safety and respect for Indigenous knowledge systems.
- Must have the ability to provide effective management, guidance, mentorship, leadership and delegation.
- Ability to foster strong community connections is required.
- Ability to work with the media will be an asset.
- Knowledge of University policies and procedures is an asset.
- Excellent leadership, interpersonal, verbal, and written communication skills are required.
- Strong multi-tasking, time-management and organizational skills are required.
- Proficiency with various software applications (including Word, Excel, and PowerPoint) and a willingness to learn additional programs required.
- Ability to deal effectively and professionally with all levels of staff, students and the public required.
- Strong problem-solving skills are required, as well as being able to foresee upcoming situations and take initiative in handling them.



The Application Process

The University of Manitoba is committed to the principles of equity, diversity, and inclusion and to promoting opportunities in hiring, promotion, and tenure (where applicable) for systemically marginalized groups who have been excluded from full participation at the University and the larger community, including Indigenous Peoples, women, racialized persons, persons with disabilities, and those who identify as 2SLGBTQIA+ (Two-Spirit, lesbian, gay, bisexual, trans, questioning, intersex, asexual, and other diverse sexual identities).

We invite all qualified candidates to apply; however, due to the important and highly contextual mandate of the NCTR, Indigenous candidates will be given priority.

Nominations, applications, or expressions of interest should be directed to Joy Beshie or Saxon Miller.

To learn more about this leadership opportunity, please submit a comprehensive résumé and cover letter in confidence to Pathways Executive Search.

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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.