



PATHWAYS
EXECUTIVE SEARCH



Director, Indigenous and Cultural Relations

Ontario Tech University





The University

Ontario Tech University acknowledges the lands and people of the Mississaugas of Scugog Island First Nation. We are thankful to be welcomed on these lands in friendship. The lands we are situated on are covered under the Williams Treaties and the traditional territory of the Mississaugas, a branch of the greater Anishinaabeg Nation, including Algonquin, Ojibway, Odawa and Pottawatomi. These lands remain home to a number of Indigenous nations and people.

We acknowledge this land out of respect for the Indigenous nations who have cared for Turtle Island, also called North America, from before the arrival of settler peoples until this day. Most importantly, we remember the history of these lands has been tainted by poor treatment and a lack of friendship with the First Nations who call them home.

This history is something we are all affected by as we are all treaty people in Canada. We all have a shared history to reflect on, and each of us is affected by this history in different ways. Our past defines our present, but if we move forward as friends and allies, then it does not have to define our future. As the journey towards reconciliation at the university continues, and we strive to fulfill the Truth and Reconciliation Commission's calls to action, it is important that we continue to build relationships and engage in ongoing education.

The University continued

Vision

Embracing technology with a conscience to advance knowledge and promote sustainability.

Mission

We equip future leaders to solve complex problems.

We respond to the needs of students, and the evolving world, by providing superior undergraduate, graduate, and lifelong learning experiences. To this end, ‘what we do’ to achieve our mission and to ‘tell our story’ is guided by a community-focused approach to our strategic priorities:

- **Tech with a conscience:** Innovating to improve lives and the planet by incorporating technology-enhanced learning strategies and promoting the ethical development and use of technology for good through intensive research and inquiry.
- **Learning re-imagined:** Co-creating knowledge by adapting to the ever-changing educational landscape through the provision of flexible and dynamic learning and research opportunities.
- **Creating a sticky campus:** Cultivating student- and community-centric engagement opportunities by encouraging an inclusive culture for our institution through online and on-campus activities.
- **Partnerships:** Uncovering innovative solutions for their most pressing problems through purposeful research and collaboration with industry, community, government and academic partners especially as it relates to all facets of global sustainability and well-being.

Values

Ontario Tech is a place where every person belongs and is free to grow their skillsets and mindsets.

We cultivate lasting relationships through:

- **Integrity:** Supporting a culture of trust and belonging by consistently promoting equity, fairness, kindness and ethics.

The University continued

Values continued

- **Inclusion:** Advancing a learning community where we achieve success by prioritizing reconciliation, valuing diversity and eradicating discrimination and hate.
- **Intellectual resilience:** Pursuing excellence in all that we do by respecting different points of view and engaging constructively when exploring ideas and advancing knowledge.
- **Innovation:** Inspiring world-changing ideas by re-imagining learning and in so doing, fostering an environment that provokes curiosity, creativity, ingenuity and failure while stimulating growth.

Reconciliation at Ontario Tech

Ontario Tech is committed to promoting reconciliation and building relationships of mutual respect between Indigenous and non-Indigenous peoples in all of its actions.

The University is also committed to ensuring that decisions related to Indigenous education and scholarship at the university are informed and guided by the Indigenous communities which it serves. To this end, it established an Indigenous Education Advisory Circle (IEAC). The IEAC guides the university on its current goals for Indigenous student enrolment, retention and support, and its efforts to enhance awareness of Indigenous history and celebrate Indigenous cultures and ways of knowing.

Additionally, the university has also established the President's Indigenous Reconciliation Task Force to work in consultation with the Indigenous Education Advisory Circle (IEAC) to review the goals and recommendations of the report [Role in Reconciliation: Options and Opportunities in Indigenizing Curricula](#).

For additional information regarding Reconciliation at Ontario Tech, please visit: <https://indigenous.ontariotechu.ca/indigenization-and-reconciliation-at-ontario-tech/index.php>



The Opportunity

As the journey toward reconciliation at the university continues, and they strive to fulfill the Truth and Reconciliation Commission's calls to action, it is important that they continue to build relationships and engage in ongoing education. As a commitment to that mission, the University is seeking a **Director, Indigenous and Cultural Relations**.

Housed within the Office of the Provost, and working alongside and in cooperation with the Assistant Vice President, Diversity, Inclusion and Belonging, the Director, Indigenous and Cultural Relations provides strategic and operational leadership to the institution on culturally relevant programs including Indigenization and Decolonization, policy and procedure development, leadership of the Indigenous Education and Cultural Services team, and the development of operational, business, and financial plans and reports.

In addition, the Director builds and maintains relationships with Indigenous communities and organizations in supporting Reconciliation and Decolonization efforts with identified university and community partners.

The Opportunity continued

Duties and Responsibilities

Institutional Leadership

- Develops and revises policies, programs and practices that prioritize inclusive perspectives and ways of being.
- Provides strategic leadership for Indigenization and Decolonization initiatives.
- Leads daily operations of Indigenous Education and Cultural Services (IECS) team.
- Oversees development of operational, business and financial plans and reporting.
- Supports identified university and community partners with the provision of cultural advising as requested.
- Monitors efforts and activities to determine effectiveness of culturally relevant programming.

Cultural and Indigenous Relations and Partnerships

- Provides strategic leadership and guidance on Indigenous relations, partnerships and faculty research.
- Identifies funding opportunities and prepares applications and proposals to support the work of IECS and Indigenous Education Advisory Circle (IEAC).
- Oversees the development of communication and engagement strategies to facilitate university participation in Indigenization efforts.
- Oversees strategic planning for culturally relevant events including Indigenous ceremonies including Elders, Traditional Knowledge Holders and special guests; ensures resources are available and aligned.

Committee and Resource Development

- Participates in Council of Ontario Universities Reference Group on Aboriginal Education.
- Co-leads culturally relevant committees including IEAC.
- Oversees development of resources and tools based on relevant legislation, best and emerging practices, to support implementation of Indigenous initiatives.
- Leads the consultation and integration of Indigenization strategies and resources into university culture, activities and programs.
- Consults with interdepartmental and interdisciplinary teams to ensure accountability and overall project success.

The Opportunity continued

Qualifications

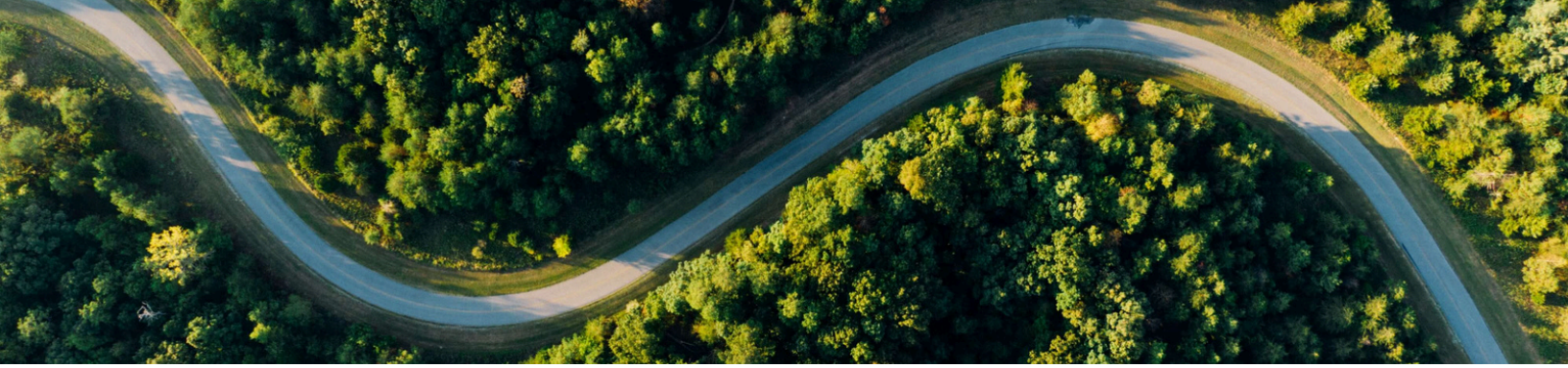
Education

- Completion of a three-year post-secondary diploma or degree in a related discipline.

Experience

- Five (5) to seven (7) years of operational, people leadership and strategy experience.
- Lived experience as a First Nations, Métis or Inuit person, and experience working with Indigenous Peoples, communities, and/or organizations.
- A minimum of three years of senior leadership experience with the development, delivery and evaluation of support programs and services.
- Work experience in a university setting is considered an asset.
- Experience recognizing, understanding, empathizing, and working with diverse belief systems and ways of being.
- Strong interpersonal skills and the ability to build reciprocal relationships.
- Experience overseeing administrative operations, including people management, financial management and data analysis.
- Excellent organizational skills with the ability to set priorities, manage projects, monitor and track progress, and communicate to partners and senior management so that objectives are met.
- Ability to build and communicate departmental objectives, progress and requirements using applicable applications, such as Microsoft and/or Google Suite.





To Apply

Ontario Tech University is actively committed to equity, diversity, inclusion, indigenization and decolonization (EDIID), and welcomes applications from all qualified candidates, while especially encouraging applications from First Nations, Metis, Inuit peoples, Indigenous peoples of North America, racialized persons, persons with disabilities, and those who identify as women and/or 2SLGBTQ+. All qualified candidates are encouraged to apply; however, Canadian citizens, permanent residents, Indigenous Peoples in Canada, and those eligible to work in Canada, will be given priority.

Ontario Tech University respects people's different needs and therefore will take all reasonable steps to ensure accommodation for applicants where appropriate. The University is also committed to ensuring that confidentiality is maintained throughout all aspects of the recruitment cycle.

Consideration of candidates will begin in late May 2024 with a formal review by the committee in mid-June 2024.

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.