



**TEACH FOR
ENSEIGNER POUR LE
CANADA**

JOB OPPORTUNITY WITH TEACH FOR CANADA

Teacher Recruitment Manager

Teach For Canada is looking for a dynamic, hard-working, change-maker to join our Teacher Recruitment department.

The Basics

Job term:	Full-time, permanent
Salary range:	\$48,430-\$62,120 per year, plus benefits
Start date:	August 16, 2021
Location:	Currently a remote working position. Will eventually require occasional reporting to Toronto office dependent on public health guidelines due to COVID-19
Application method:	Cover letter and resume sent to apply@teachforcanada.ca
Closing date:	Until filled
ZOOM Interview process:	Intro Interview 1-hour interview 1 pre-interview task Virtual office experience
Desired Experience:	2+ years in recruitment or related experience 2+ years customer service experience Experience in collecting, analyzing, and acting on data that tracks towards outcomes, using tools like Salesforce and Excel

Our Approach

Education in Canada is a success story. Study after study shows that our public schools are among the best in the world. But high overall quality masks deep inequality. Only 48 percent of First Nations youth living on reserve have a high school diploma. In the North, those numbers are even lower. And, too often, teachers arrive in northern First Nations without the preparation and support they need to succeed—and stay—in the classroom. The twin challenges of teacher supply and turnover compound [historical injustice](#) and [systemic inequities](#) to produce a statistical education gap between First Nations and non-First Nations communities.

Teach For Canada is a non-profit organization that works with northern First Nations to recruit, prepare, and support committed teachers who will increase student outcomes in the North. This model has been defined by First Nations community partners, our Circle of Advisors, our Board of Directors, and experienced northern educators.



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Our Culture

Teach For Canada has a supportive work culture and offers a variety of benefits to its team members including comprehensive health benefits package, 3-weeks of annual vacation, access to physical and mental wellness supports, flexible hours, and professional development opportunities.

On our team we are fortunate to have a committed, experienced, talented, and humble group of leaders. Together, this team works hard to create meaningful impact. If you're looking for a multi-faceted, energizing, and rewarding work environment, then we want to hear from you!

Your Responsibilities

The Teacher Recruitment Manager uses online and in-person marketing strategies to recruit certified Canadian teachers, build supportive relationships with them, and provide support throughout their selection and matching process. Specific responsibilities include:

- Lead teacher recruitment campaign to generate and grow interest in Teach For Canada among teachers; this includes activities such as attending career fairs, email campaigns, headhunting, posting on job boards and digital media; as well as identifying new recruitment opportunities
- Manage regional recruitment portfolio and project plans; this includes planning and delivering recruitment webinars and professional development events across Canada, a differentiated approach to reach Indigenous teachers, Principal recruitment and outreach to international teachers who are qualified to teach in Canada
- Actively engage with Universities across Canada; this includes building and maintaining relationships with Faculties of Education and education student associations
- Support teacher applicants at each stage of their recruitment journey by maintaining open and consistent communication throughout the application and selection process and sharing tools and resources that will help prepare them to teach in a northern First Nation
- Support teacher and principal selection and matching activities such as: introductory interviews, applicant feedback and insight from community partners
- Support annual and quarterly review and planning on departmental objectives as well as identifying strategic pivots to reach ambitious teacher and principal recruitment targets
- Collaborate with other departments to maximize Teach For Canada's collective impact.
- Support with teacher recruitment tasks as needed



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Your Fit

- **You are respectful of Indigenous cultures and histories:** You have a deep respect for the history, culture, and goals of Indigenous communities in Canada. You care that goals are reached in the right way.
- **You are relationship oriented:** You go the extra mile to help someone reach their goals.
- **You communicate clearly:** You write well and speak eloquently. You appreciate nuanced language that is inspirational and honest.
- **You are curious:** You enjoy learning about things in depth and have wide interests.
- **You are results focused:** You create actionable plans to meet goals and reflect on measurable results to continually improve.
- **You are tech savvy:** You are highly proficient with Microsoft Office, Salesforce CRM, and data management. You learn other tech quickly.
- **You are a team player:** You recognize the strengths of others, collaborate well, and crave feedback.

Application Process

Please send **one** PDF file containing your resume and cover letter addressed to Zuzana Balazova at apply@teachforcanada.ca.

Teach For Canada is an equal opportunity employer and is committed to building a diverse and inclusive team. As an organization that works with First Nations, we value Indigenous perspectives in the workplace and strongly encourage Indigenous candidates to apply.

Teach For Canada welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the hiring process.