



**TEACH FOR
ENSEIGNER POUR LE
CANADA**

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JOB OPPORTUNITY WITH TEACH FOR CANADA **Vice President of Programs**

Teach For Canada is looking for a dynamic, hard-working, team-oriented change-maker to lead our Programs division.

The Basics

Job term:	Full-time, permanent
Hiring salary range:	\$87,000 - \$98,000 per year plus benefits
Start date:	December 10, 2018
Location:	Toronto, Ontario
Closing date:	October 19, 2018
Application method:	Cover letter and resume sent to apply@teachforcanada.ca
Interview dates:	Initial phone Interviews: October 29 - November 5 Full interviews: November 13 - 15, 17
Office experience date:	November 20 or 21
Requirements:	8+ years of experience leading/managing programs and teams Experience in education and/or working with Indigenous communities or organizations

Our Approach

Overall, Canadian education is a success story. But high overall quality masks deep inequality. On First Nations reserves, 3 in 5 students do not complete high school. Small communities often face challenges recruiting and retaining teachers. And, too often, new teachers arrive in northern and Indigenous communities without the preparation and support they need to succeed—and stay—in the classroom.

Teach For Canada has joined northern First Nations communities in the movement to make education more equal. We are a non-profit organization that recruits, prepares, and supports outstanding certified teachers.

Our Culture

We dream big. Teach For Canada believes that committed, passionate teachers with strong leadership characteristics can ignite positive change. Our small, tightly knit team works hard to create meaningful impact. For a VP of Programs, this means working occasional evenings and weekends during the year and travelling to our Summer Enrichment Program.

If you prefer working alone, dislike ambiguity, and adhere to a very strict schedule, then this job probably isn't right for you. But if you're looking for a fun, multi-faceted, energizing, and rewarding work environment that will push you every day, then we want to hear from you.





Your Responsibilities

The Vice President of Programs will report directly to the Executive Director and will have overall strategic and operational responsibility for all program areas. You will have three direct reports: Director of Teacher Recruitment, Director of Teacher Development, and Director of Community Engagement and Indigenous Relations. Specific responsibilities include:

Program management

- In your first six months, work with an external consultant to review and improve the effectiveness of Teach For Canada's three core programs
- Perform an activity mapping process to ensure clear roles and responsibilities between Teacher Recruitment, Teacher Development, and Community Engagement and Indigenous Relations
- Lead the development of a process to ensure seamless interdepartmental communication
- Develop and implement a monitoring and evaluation process for each program to assess outputs, outcomes and impact
- Lead and project-manage all engagement with Teach For Canada alumni who have completed 2+ years of teaching in the north
- Ensure that program excellence is a priority for Teach For Canada's programs
- Monitor and track program budgets to ensure that programs are at or below budget

Internal strategy

- Work with the teacher recruitment, teacher development, and community engagement team to improve our existing initiatives and add new initiatives
- Lead the development and implementation of new program areas that further Teach For Canada's overall goals (e.g. recruitment, preparation, and support of school principals)
- Support the Vice President of Strategy and Operations in the development and implementation of a 5-year strategic plan
- Act as a strategic advisor to the Executive Director and Board of Directors, including by attending all meetings of the Board of Directors

External relationships

- Represent Teach For Canada at forums, meetings, and conferences that are relevant to our focus areas, especially northern First Nations education
- Serve on external boards, committees, and task forces, as required
- Present on Teach For Canada's work at external meetings and conferences
- Work with the Director of Community Engagement and Indigenous Relations to build and hold relationships with provincial-territorial organizations, tribal councils, Indigenous organizations, peer non-profit organizations, and others



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Leadership

- Align team members around a shared compelling vision
- Serve as the internal culture ambassador and help maintain a healthy workplace culture
- Serve as a spokesperson on media interactions as needed
- Meet with current and potential donors as needed
- Integrate diversity and inclusion strategies into annual and strategic plans
- Be an effective people manager for the Director of Teacher Recruitment, Director of Teacher Development, and Director of Community Engagement and Indigenous Relations

Partnerships

- In cases where a programmatic partnership would further our goals, serve as the internal lead for building those partnerships
- Represent the organization in meetings with potential partners

Your Fit

- **You are respectful of Indigenous cultures and histories:** You have a deep respect for the histories, cultures, and goals of Indigenous communities in Canada.
- **You are a builder.** You are a multi-talented go-getter who has unbridled ambition to create things: policies, structures, multi-year strategies, and more.
- **You are resilient.** You thrive in a fast-moving environment and have a high tolerance for change and ability to adapt.
- **You are a people person.** You build relationships easily and you enjoy spending time with people. You empathize easily and are calm under stress.
- **You are a jack-of-all-tech:** You are highly proficient with Microsoft Office, Salesforce, and database management. You learn other tech quickly.
- **You are results focused.** You enjoy setting goals and being held accountable for goals. You believe if something is worth doing, it is worth doing right—every single time.

Application Process

Please send **one** PDF file containing a resume and cover letter, highlighting the skills and experience you will bring to this role to apply@teachforcanada.ca by **October 19, 2018**. The successful candidate will be required to apply for and obtain a Police Records Check for the vulnerable sector.

Teach For Canada is an equal opportunity employer. As an organization that works with Indigenous communities, we value Indigenous perspectives in the workplace and encourage Indigenous candidates to apply.

