



**TEACH FOR
ENSEIGNER POUR LE
CANADA**

JOB OPPORTUNITY WITH TEACH FOR CANADA

Director of Teacher Recruitment

We are looking for a creative leader to refresh our recruitment strategies and increase our support of First Nations education across Canada.

The Basics

Job term:	Full-time, permanent
Hiring salary range:	\$68,000 - \$77,000 per year plus benefits
Start date:	As soon as possible
Location:	Currently a remote working position. May eventually be required to report 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
Interview process:	Pre-interview task, virtual interview
Desired experience:	4+ years of work experience in Talent Acquisition/ full-cycle recruitment

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.

Our Culture

Teach For Canada has a supportive work culture and offers a variety of benefits to its team members including health and parental leave benefits, 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 that will push you every single day, then we want to hear from you!



Your Responsibilities

Northern First Nations want to hire well-suited teachers to support student success. The Teacher Recruitment department is responsible for recruiting, selecting, and facilitating a matching process between First Nations community partners and teachers. The Director of Teacher Recruitment will report to the Vice President of Programs and have the following responsibilities:

- Manage full-cycle teacher recruitment and update processes to reach ambitious targets, including developing departmental objectives, budgets and tools
- Advise senior management on recruitment trends to inform organizational growth strategy
- Track department's performance to maximize impact
- Manage teacher recruitment and selection managers to support and advance the goals of the department and organization (there are currently three full-time managers that report to this position)
- Oversee the revision of the teacher application, teacher selection criteria, and community-teacher matching database to improve user experience
- Manage technology to improve program efficiency and effectiveness (we currently use Salesforce, Asana, Dropbox, and Google Drive)
- Develop and maintain relationships with strategic partners, such as Deans of Canada's Faculties of Education
- Work with education leaders from First Nations partners to improve the ways that we support their hiring needs
- Support staff with teacher interview weekends, recruitment events, community-teacher matching process, and escalated issues, as needed
- Revise departmental practices and policies to be in line with legal requirements and best practices
- Collaborate with other departments to maximize Teach For Canada's collective impact
- Perform other job-related duties as needed

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 results focused:** You enjoy setting goals, creating actionable plans, and being held accountable for outcomes. You reflect on results to continually improve.
- **You are relationship oriented:** You build relationships with ease and you engage others around you.
- **You are a strong communicator:** You communicate well with others in person and through digital interfaces.
- **You are tech savvy:** You are highly proficient with Salesforce and data management software. You learn tech quickly.
- **You are highly organized:** You have strong time management skills and prioritize to plan effectively and meet competing deadlines.



Application Process

Please send **one** PDF file containing a resume and cover letter to 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.