



**TEACH FOR  
ENSEIGNER POUR LE  
CANADA**

## **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**

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| <b>Job term:</b>               | Full-time, permanent   |
| <b>Salary range:</b>           | \$91,600 – \$103,180 per year, plus benefits   |
| <b>Start date:</b>             | July 5, 2021   |
| <b>Location:</b>               | Currently a remote working position due to COVID-19. Successful candidate will eventually require working from our Toronto office or Winnipeg, Manitoba dependent on public health guidelines  |
| <b>Application method:</b>     | Cover letter and resume sent to <a href="mailto:apply@teachforcanada.ca">apply@teachforcanada.ca</a>   |
| <b>Closing date:</b>           | Until filled   |
| <b>ZOOM Interview process:</b> | Intro Interview<br>1-hour interview<br>1 pre-interview task<br>Virtual office experience   |
| <b>Desired Experience:</b>     | 5+ years of experience leading/managing teams with demonstrated skill in creating a high-performance team<br>5+ years of experience in program development, implementation, and monitoring & evaluation<br>Experience in education and/or working with Indigenous communities or organizations<br>Experience in strategic planning |

#### **Our Approach**

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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**

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Teach For Canada has a supportive work culture and offers a variety of benefits to its team members including a 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**

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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**

- Manage and support Teacher Recruitment, Teacher Development, and Community Engagement departments to ensure departmental and organisational outcomes are met, programs are reviewed and their effectiveness is improved, and coordination happens across programs to ensure consistency and effectiveness.
- Develop and streamline cross-departmental program-related policies.
- Support decision making and response in complex or difficult situations that emerge with TFC teachers, applicants, and First Nation partners.
- Lead and project-manage all engagement with Teach For Canada alumni who have completed 2+ years of teaching in the north.
- Monitor and track program budgets to ensure that programs are at or below budget.

### **Internal strategy**

- Ensure effective implementation, review, and planning for new program areas that are being developed for the next five years with Teacher Recruitment, Teacher Development, and Community Engagement teams.
- Support the Executive Director's decision-making and planning regarding Teach For Canada's expansion into new jurisdictions.
- 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 and partnerships

- Represent Teach For Canada and present our work at forums, meetings, and conferences that are relevant to our focus areas, especially northern First Nations education
- Build relationships and partnerships with external organisations that can support or inform Teach For Canada's work, as it relates to our programs (e.g. peer organisations, Deans of Education, Indigenous governance bodies, etc.)

## 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
- Manage and coach the Director of Teacher Recruitment, Director of Teacher Development, and Director of Community Engagement and Indigenous Relations to support and advance the goals of the department and the organization

## Your Fit

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- **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 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.
- **You are a skilled communicator:** Your verbal and written skills are impeccable; you can speak about complex situations clearly and compellingly.
- **You are an internal workplace ambassador:** You know how to foster and maintain a happy, healthy workplace community.



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## **Application Process**

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Please send **one** PDF file containing your resume and cover letter, highlighting the skills and experience you will bring to this role, addressed to Zuzana Balazova at [apply@teachforcanada.ca](mailto: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.

This position involves visiting schools and working with children, and as such, the successful candidate will be required to apply for and obtain a Police Records Check for the vulnerable sector.