



**TEACH FOR
ENSEIGNER POUR LE
CANADA
GAKINAAMAAGE**

JOB OPPORTUNITY WITH TFC–GAKINAAMAAGE **Teacher Development Manager**

TFC–Gakinaamaage is looking for a dynamic, hard-working, team-oriented change-maker to join our Teacher Development team.

The Basics

Job term:	Full-time, permanent.
Salary:	\$51,729– \$66,348 per year, plus benefits
Start date:	September 2023
Interview process:	Introductory Interview 1-hour interview with a task Virtual office experience
Location:	Work-from-home position from one of the following locations: Thunder Bay, ON <u>or</u> Winnipeg, MB <u>or</u> Sioux Lookout, ON <u>or</u> Toronto, ON. The role will require travel to partner communities and occasional reporting to our Toronto office for administrative and collaborative work. Work-related travel expenses will be covered by TFC–Gakinaamaage.
Required experience:	Applicants must be experienced teachers in one of TFC– Gakinaamaage’s jurisdictions (ON, MB, SK, AB), or able to transfer certification, or have equivalent related experience in an education setting, with a valid driver’s license
Desired experience:	Experience teaching in a northern First Nation

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.

TFC–Gakinaamaage 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

TFC–Gakinaamaage has a supportive work culture and offers a variety of benefits to its team members including 4-weeks of annual vacation that increases with tenure, access to mental wellness supports, flexible hours, and team-wide professional development opportunities. In addition to these perks and benefits, TFC–Gakinaamaage also honours National Indigenous Peoples Day and the National Day of Truth and Reconciliation as statutory holidays; and the last week of every calendar year is paid time off too!

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 fast-paced, innovative, energizing, and rewarding work environment, then we want to hear from you!

Your Responsibilities

The Teacher Development Manager will join the Teacher Development team to work directly with TFC–Gakinaamaage teachers and teaching assistants to provide ongoing support during the school year and, during the Summer Enrichment Program, prepare the next cohort of teachers for teaching in a northern community. Specific responsibilities include:

- Build long-term, professional relationships with approximately 20-25 teachers (starting with 2024 cohort) who are living and teaching in First Nations in northern ON, MB, SK, and/or AB
- Travel to communities several times per year to lead professional development opportunities and maintain relationships with communities who didn't hire teachers for 2023-24 academic year, then provide individualized in school teacher support beginning in 2024-25 (approximately 8-10 weeks a year)
- Collaborate with the Teacher Development team to deliver support projects and programming for the TFC–Gakinaamaage teachers (including professional development, peer support, and personal support)
- Collaborate with the Teacher Development team to create and implement new support resources and initiatives based on teacher, teacher assistant, and community partner needs and requests
- Support other programmatic and operational activities within specific region (e.g. recruitment activities, relationship building with Indigenous and education bodies, Advisory Council meetings, fundraising meetings)
- Perform administrative and reporting tasks using Microsoft, Google suites, Click-up and Salesforce, as well as show willingness to learn new systems as needed
- Work with the Teacher Development team to effectively plan and deliver all activities throughout the Summer Enrichment Program, taking ownership over specific portfolio responsibilities as assigned
- Collaborate with the TFC–Gakinaamaage team to ensure that teacher and teacher assistant experiences inform programming initiatives
- Support the Teacher Recruitment team and Teacher Assistant Program lead in implementing the 2023-23 Teacher Assistant Program
- Support the department's quarterly, annual planning and review processes to reach and advance the goals of the department and organization.
- Support the Teacher Development and TFC–Gakinaamaage teams in other ways as needed.



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Your Fit

- **You are a teacher.** You are an experienced teacher with strong pedagogy and are comfortable offering in person classroom coaching as well as remote support to teachers in northern First Nations schools. Assets include:
 - Experience teaching in Indigenous communities and/or Northern Canada
 - Special Education certification and/or experience
- **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 relationship-builder.** You build relationships with ease, you engage others around you, and you are a natural storyteller. You thrive under the challenges of being in an on-call support role and have developed sustainable self-care techniques.
- **You are resilient and love travelling in Northern Ontario/Manitoba/Alberta/Saskatchewan.** You love being on the move and are comfortable adapting to new situations and working from the road.
- **You are an organized, analytical strategic thinker and problem solver.** You have the ability to develop, implement, and evaluate initiatives that provide support and growth opportunities to educators.
- **You are resilient.** You are comfortable adapting to new situations and are flexible to the evolving nature of this role. You are self-motivating and have developed sustainable self-care techniques.

Application Process

We are interested in seeing samples of your work as an educator. Please provide us with **ONE** of the following samples of work with your application that demonstrate your ability to include Indigenous content (e.g. Indigenous traditions, culture, language) in the classroom:

1 long-term plan OR 1 unit plan OR 1 lesson plan

Please send your resume and cover letter addressed to Zuzana Balazova at apply@teachforcanada.ca. Only candidates selected to move forward in the hiring process will be contacted.

TFC–Gakinaamaage 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.

TFC–Gakinaamaage 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.