



**GAKINO'AMAAGE**  
TEACH FOR CANADA  
ENSEIGNER POUR LE CANADA

## **JOB OPPORTUNITY WITH GAKINO'AMAAGE: TEACH FOR CANADA**

### **Teacher Recruitment Manager**

**Gakino'amaage: Teach For Canada is looking for a dynamic, bilingual, and globally-minded person to join our Teacher Recruitment team.**

#### **The Basics**

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<b>Job term:</b>	Full-time, permanent
<b>Hiring salary:</b>	\$53,280 - \$68,340 per year, plus benefits
<b>Start date:</b>	October 2024
<b>Location:</b>	Work-from-home with occasional travel* and in-office work at our Toronto office <i>*Travel, accommodation, and meal costs will be covered by Gakino'amaage: Teach For Canada</i>
<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>Interview process:</b>	Intro interview 1-hour virtual interview with pre-interview task Virtual office experience
<b>Requirements:</b>	Minimum of 2 years of experience in international recruitment with a successful track record of placing candidates in diverse roles and regions Fluency in French and English is required, additional languages are an asset Strong interpersonal and communication skills, with the ability to build relationships with candidates and clients from various cultural backgrounds Deep understanding of international recruitment processes, visa and immigration regulations, and employment laws Proficiency in recruitment software and tools, as well as MS Office Suite

#### **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.

Gakino'amaage: 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

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Gakino'amaage: Teach For Canada has a supportive work culture and offers a variety of benefits to its team members including access to physical and mental wellness supports, flexible hours, and professional development opportunities. In addition to these perks and benefits, Gakino'amaage: Teach For Canada 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 a 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

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The Teacher Recruitment Manager will report to the Director of Teacher Recruitment and will be responsible for managing the full recruitment cycle, from sourcing and interviewing candidates to onboarding. Fluency in both French and English will be essential in reaching a diverse talent pool and ensuring effective communication with candidates and stakeholders. Specific responsibilities include:

- Global Recruitment Strategy Development:
  - Design and implement comprehensive global recruitment strategies to attract and engage international teachers for Gakino'amaage: Teach For Canada.
  - Develop and execute targeted campaigns, including virtual and in-person career fairs, email outreach, social media marketing, and partnerships with recruitment agencies.
- Recruitment Event Management:
  - Plan, organize, and conduct recruitment webinars, virtual job fairs, and professional development events to connect with potential candidates.
  - Represent Gakino'amaage: Teach For Canada at international education and career fairs to showcase opportunities and attract qualified candidates.
- Candidate Sourcing and Engagement:
  - Proactively identify and engage with top international teaching talent through various sourcing channels.
  - Maintain and build relationships with potential candidates, providing them with information and support throughout the recruitment process.
- Application and Selection Process:
  - Manage the end-to-end recruitment process
  - Coordinate with community partners and hiring managers to schedule interviews, arrange candidate assessments, and provide feedback.
- Immigration and Relocation Assistance:
  - Stay informed about immigration laws and procedures relevant to international recruitment.



- Assist candidates with relocation processes, including visa applications and other required documentation.
- Database Management, Performance Tracking, and Reporting:
  - Maintain organized and up-to-date candidate information and communication logs on candidate engagement efforts
  - Prepare regular reports to monitor and analyze recruitment metrics and key performance indicators (KPIs) to evaluate the effectiveness of recruitment strategies.
- Strategic Planning and Collaboration:
  - Support annual and quarterly reviews of departmental objectives and contribute to strategic planning efforts to meet recruitment targets.
  - Collaborate with other departments and teams within Gakino'amaage: Teach For Canada to maximize collective impact and achieve organizational goals.
- Continuous Improvement:
  - Stay current with industry trends, best practices, and innovations in international recruitment.
  - Identify and recommend improvements to recruitment processes and strategies to enhance effectiveness and efficiency.
- Perform additional duties, responsibilities, and activities as assigned.

## 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 what is now known as 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 understand how to navigate the cultural nuances and business practices of French-speaking regions confidently.
- **You communicate clearly:** You write well and speak eloquently. You appreciate nuanced language that is inspirational and honest. You are able to communicate effectively in English and French, both verbally and in writing.
- **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 have a strong history of successfully opening and closing deals, demonstrating a consistent ability to meet or exceed targets.
- **You are tech-savvy:** You are highly proficient with Microsoft Office, Salesforce CRM, Applicant Tracking Systems, Zoom, Skype, and resume databases. You learn other tech quickly.
- **You are a team player:** You recognize the strengths of others, collaborate well, and crave feedback.



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## **Application Process**

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Please send a resume and cover letter addressed to Annie Halim-Paulionis at [apply@teachforcanada.ca](mailto:apply@teachforcanada.ca).

Gakino'amaage: 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.

Gakino'amaage: 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.