Executive Director

Teach for Enseigner Pour le Canada
Teach For Canada is a non-profit organization that recruits, prepares, and supports outstanding certified teachers. We have joined northern First Nations in the movement to make education more equal.

We work with First Nations education leaders, principals, teachers, and many others to recruit and select certified teachers who have the motivations, aptitude, and fit to be successful in a northern First Nation. Once selected, we provide three weeks of community-focused summer preparation and ongoing support during a teacher’s minimum two-year teaching commitment in the North.

To date, 180 teachers have gone through our program, and they have supported over 2000 students in northern First Nations. We currently partner with 20 First Nations and will be welcoming the next cohort of Teach For Canada teachers in the Fall.

Teach For Canada operates in a complex historical, cultural, and education context. The impact of colonialism and residential schools has been felt deeply by Indigenous communities in the north, and we are only successful due to our community-focused approach and adherence to the values that guide our work.

**Our Mission:**
Teach For Canada’s mission is to support student success by recruiting and developing committed educators in partnership with First Nations.

**Our Vision:**
Every Child has access to high-quality education in their community

**Our Values:**
Humility, respect, collaboration, integrity, and learning represent our desire for collaboration and partnership with First Nations and teachers.
First Nation Community Partners

Currently, Teach For Canada works with 17 First Nations in northern Ontario and 3 First Nations in northern Manitoba. The communities are Cree, Ojibwe, Oji-Cree, and Dene First Nations in Treaty 3, 5, 9 and 10. 6 of the 20 communities have all-season road access, and the remaining 14 communities are fly-in with the exception of winter roads, which typically open in late January and close in April.
The Role

Reporting to the Board of Directors, the Executive Director will have the opportunity to develop and manage Teach For Canada, shaping its key operations and processes.

The Executive Director will understand and reflect the needs of Indigenous communities while building bridges with other strategic partners of Teach For Canada. The strong communication skills of the Executive Director will help drive the strategic plan and mission statement of Teach For Canada and support good working relationships and development of key partnerships with Indigenous communities, the education sector, academia, and government.

The Executive Director will ensure the strategic plan is implemented successfully and will participate in the development of future plans that work towards the mission of the organization.

The Executive Director will be responsible for all financial planning and management for Teach For Canada – working closely with Teach For Canada’s current funders and identifying and pursuing future funding opportunities.

They will manage a team of 25 with 3 direct reports – Vice President, Strategy and Operations, Vice President, Programs, and Director, Development.
The Role (cont.)

The key priorities for the Executive Director are to:

Take centre-stage in fundraising efforts on behalf of Teach For Canada
- Work with the Director of Development to develop and execute a long-term fundraising strategy that focuses on four categories of funders: foundations, corporations, governments, and individuals;
- Serve as Teach For Canada’s main point of contact for our largest donors;
- Build relationships with existing and prospective funders through email updates, in-person meetings, and other methods; and
- Play a strategic and operational role designing stewardship opportunities for large donors, including northern community visits and galas/dinners.

Be a key ambassador to Teach For Canada’s First Nations community partners and a trusted partner to external stakeholders
- Build and maintain effective relationships with First Nations community partners and Indigenous governance organizations including Chief and Councils, PTOs, tribal councils, and other bodies;
- Build and maintain effective relationships with leaders in federal and provincial governments, universities, and peer organizations;
- Build effective relationships with all members of the Board of Directors through bi-annual in-person Board meetings, quarterly calls, and other engagement opportunities as appropriate; and
- Demonstrate all of Teach For Canada’s core values at all times: humility, respect, collaboration, integrity, and learning.
The Role (cont.)

Be accountable for the financial and operational success of Teach For Canada
- Work with the existing Operations Team to ensure that Teach For Canada remains solvent and continues to build a foundation for long-term financial stability;
- Receive and interpret quarterly and annual financial statements;
- Work with the existing Operations Team to ensure that Teach For Canada is compliant with CRA rules for charities, employment and labour laws, and other applicable laws;
- Ensure the effective stewardship of Teach for Canada’s financial and non-financial resources, including the management, control and reporting of human and financial resources and information;
- Continuously identify challenges and emerging issues faced by the organization and define and execute appropriate strategies to address them; and
- As the team grows, ensure succession plans are in place, especially for senior managers.

Ensure implementation of strategy in complex context
- Work with other executive leadership to develop and execute Teach for Canada’s vision, strategic objectives, and budget, as approved by the board;
- Thoroughly understand the different parts of Teach For Canada’s history, mission, vision, values, and critical success factors;
- Take an evidence-based, data-driven approach to setting goals and plans;
- Gain an appreciation for the variety of stakeholders involved in Teach For Canada’s operations and the relationship history with each of them; and
- Develop an understanding of Teach For Canada’s community-focused organizational culture.

Promote a culture of excellence and oversee a high-performing team
- Build on the existing culture of continuous improvement, coaching, and personal and professional development;
- Be a champion for a positive and collaborative organizational culture and set the tone throughout the organization;
- Develop a talent pipeline to complement the existing team; and
- Ensure that Teach For Canada’s policies and strategies are properly developed and uniformly understood implemented by all staff.
Qualifications, Experience, and Key Attributes

• Significant experience working with Indigenous Peoples, Communities, Organizations in a managerial capacity;
• Experience fundraising for a charitable organization or ability to fundraise effectively;
• Worked with and has a deep knowledge of Indigenous and/or northern communities;
• Positive interpersonal, diplomatic, and oral/written communication skills to collaborate and provide project information to stakeholders and public about Teach For Canada;
• Talent for developing and implementing high-level strategic direction with personal integrity while balancing a drive for results and strong relationships;
• Ability to demonstrate resilience with a high tolerance for change and seamlessly respond to changing circumstances;
• Capacity to interpret financial statements and data;
• Experience working collaboratively, seeking feedback, and operating closely with stakeholders to adapt approach to all solutions; and
• Experience with Google applications, Microsoft Office, Salesforce, and Dropbox.
To Apply

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

This is an exciting leadership role that offers the unique opportunity to directly impact Indigenous education. For more details, please contact:

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**Leaders International** specializes in the recruitment of Board of Directors, leadership succession and executive level positions. Our global network, **Penrhyn International**, is a world leader in the executive recruitment industry, with more than 47 offices in over 25 countries on 5 continents.