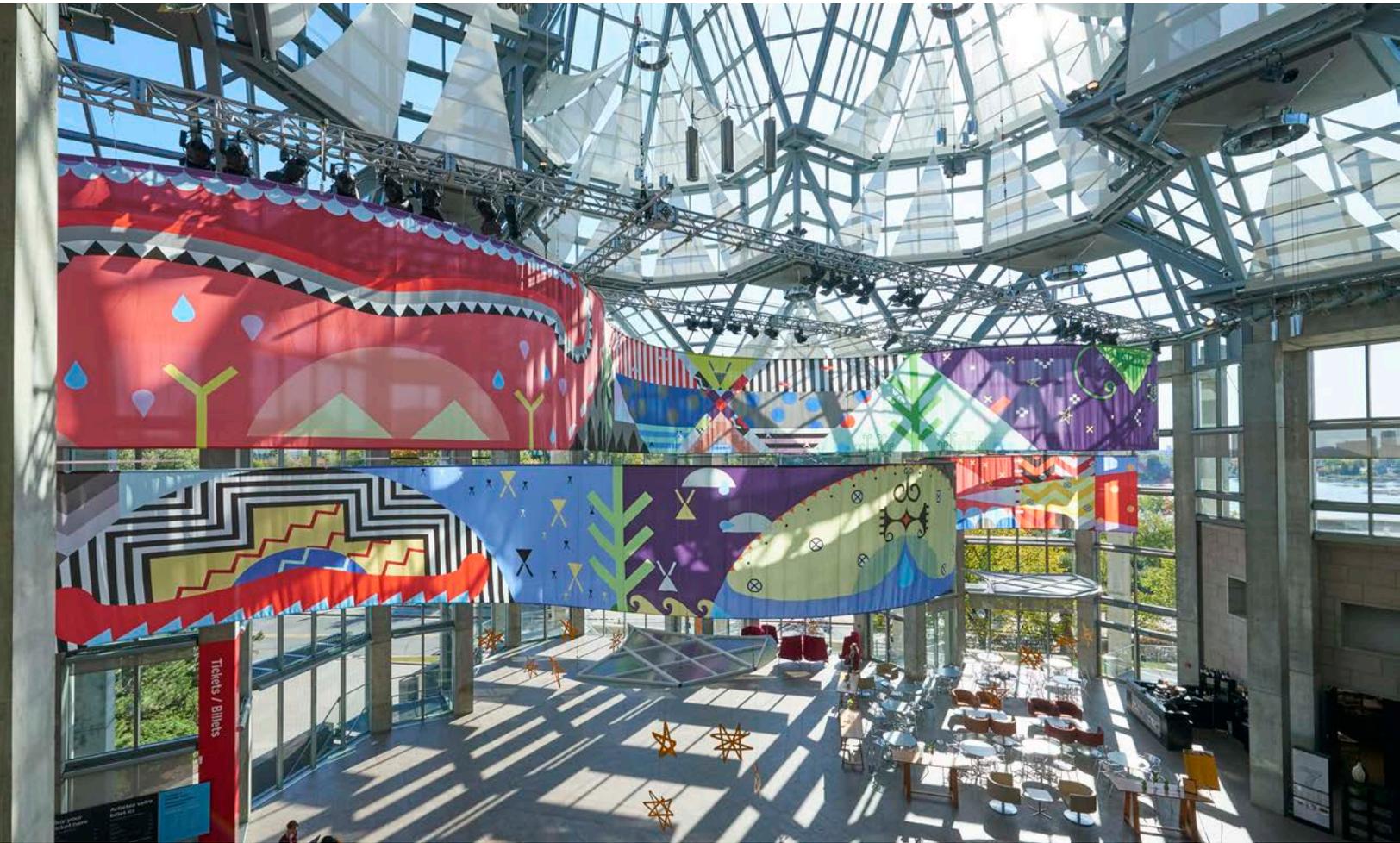


Leaders

INTERNATIONAL

Executive Search



Director of Indigenous Affairs and Decolonization



NATIONAL
GALLERY
OF CANADA

MUSÉE
DES BEAUX-ARTS
DU CANADA



The Organization

The National Gallery of Canada – located in Ottawa on unceded Algonquin and Anishinaabe territory – showcases, preserves, studies, and shares works in a multitude of mediums, including photography, sculpture, painting, installation, and the decorative arts.

Housed in one of Canada’s most iconic public buildings, the Gallery is among the world’s most respected art institutions. It is home to more than 75,000 works of art, along with an extensive library and archival holdings. With a mandate to share the visual arts with Canadians, the Gallery works with artists and arts organizations across the country and globally to share their collective stories through art. As part of its ongoing evolution – and in response to the changing expectations of museum goers – the Gallery recently renewed its entire narrative on Indigenous and Canadian art, sharing a new and compelling story of artistic production in Canada, from time immemorial.

While remaining committed to core values that include outreach and the sharing of knowledge, the National Gallery remains ever-alert to new ways of connecting with audiences, while showcasing the importance of art to the human condition — now and for generations to come. Initiatives with foundations of reciprocity and re-creation embody this new approach.

Purpose

We nurture interconnection across time and place.

Vision

We envision a future in which art has the power to build bridges, deepen relationships, and advance a more equitable society.

Mission

Through the visual arts, we create dynamic experiences that open hearts and minds and allow for new ways of seeing ourselves, each other, and our diverse histories.

The Road Ahead

A coming together of heart and mind, old and new, and the mundane and sublime is a dream within reach, led by a commitment to genuine healing and interconnection driven by art experiences. It will take patience and perseverance, empathy and understanding, and trial and error – but the Gallery is sufficiently prepared to begin a new leg of its reconciliation journey.

Centring Indigenous Ways of Knowing and Being

The Gallery is committed to embedding Indigenous ways of knowing throughout the organization while deepening its relationships with Indigenous communities. With an emphasis on healing and reconciliation, the new Gallery approach is to anchor the present and future with traditional protocols and knowledges of Indigenous Elders and ancestors. The Gallery will actively work towards building a more sustainable relationship with the environment. Moreover, through partnerships and consultation with Indigenous leaders, the Gallery will reform its presence as a colonial institution and is committed to honouring the land upon which it is located by establishing stronger bonds with Algonquin and Anishinaabe communities. Here, the Gallery will build bridges and actively invite others to join on an enduring and collective journey.

The Gallery is re-examining its collection and programming through an Indigenous lens and is making all Gallery experiences welcoming to Indigenous communities. Based on an equitable agreement, the Gallery is developing a formal Indigenous Advisory Committee and collaborating with Indigenous leaders from its host nations. To deepen its understanding of these relationships and by inspiring staff and visitors to do the same, the Gallery will create plans and pilot programs that honour and incorporate Indigenous ways of knowing and being across the organization. Not only will this aid in the Gallery's commitment to reconciliation, but it will help inform an internal cultural overhaul and develop frameworks that create a respectful and inclusive work environment and practices. From transformative acquisition policies to an embracing of anti-racist and anti-oppression lenses, the National Gallery of Canada is working tirelessly to nurture interconnection across time and place in culturally appropriate and meaningful ways.



The Opportunity

The Director, Indigenous Affairs and Decolonization (the Director), will lead the Gallery in its journey to Centre Indigenous Ways of Knowing and Being by increasing the organization's capacity to engage with First Nations, Métis and Inuit communities in a positive and sustainable way.

The Director takes a lead role in the Gallery's efforts to ensure the collections, exhibitions, education, and programs are respectful of, and accessible to, Indigenous communities and are influenced by Indigenous knowledge and practice. The Director, in concert with the Gallery Director and CEO, will aid in decolonizing practices at the Gallery and liaise with Indigenous communities, Provincial and Federal agencies, and key stakeholders and contributors to operationalize new projects in conjunction with the Gallery's mandate.

Furthermore, the Director will collaborate and support the entire organization to grow its Indigenous employee base and become an anti-racist organization, creating a sense of cultural safety for all current Indigenous staff. The Director will (re)establish reciprocity with art by using an intersectional lens and their experience to provide an engaging, welcoming, and safe space for Indigenous employees, artists, and their communities. These lenses support the embracing of multiple perspectives and are crucial to the Gallery's ability to move beyond a single narrative towards equity.

Key Responsibilities

Convening and Capacity Building

- Together with the Gallery Director and CEO, builds and leads the Gallery's first-ever Indigenous Advisory Council
- Engages all stakeholders – including but not limited to Indigenous governments and communities, grantees, advisors, and/or donors to identify opportunities for collaboration, gaps in services, and emerging issues
- Create and advance new opportunities to engage with Indigenous communities across the country and internationally
- Seeks opportunities to partner and leverage assets and expertise of the National Gallery and external institutions, organizations and individuals; negotiates partnerships and contracts that arise
- Leads and/or coordinates internal learning and cultural competency activities as needed

Strategy and Planning

- Supports strategic planning and change management projects
- Conducts research and stakeholder engagement to appropriately scope and initiates advancing Indigenous ways of knowing and being
- Reports on progress and bring recommendations to Executive Team, Committees, Board of Directors and other stakeholders as required
- Participates in the Gallery's strategic and operational planning
- Ensures strategic priorities are integrated into the development of annual departmental objectives, and individual work plans

Operationalize “Recreation Project”

- Works with colleagues in Curatorial, Education, and Exhibitions to establish a go-forward approach to the Gallery's exciting Recreation Initiative
- Facilitates a new approach to building a collection that fronts reciprocity and sharing and key values

Leadership and Management

- Mentors and guides Indigenous and settler colleagues on developments related to Indigenous Ways of Knowing and Being and manages the activities and performance of direct reports
- Oversees consultant contracts as required; provides clarity around expectations, timelines and deliverables
- Actively participates in staff meetings, retreats, and internal meetings
- Represents the Gallery through participation in sector networks related to organizational priorities
- Maintains updated skills and knowledge within the field of philanthropy, justice & equity work, and systems change



Knowledge, Skills, and Abilities

- The Director requires the knowledge and skills normally acquired through the completion of a Graduate Degree in Social Sciences, Indigenous Studies or related field
- Minimum of 7 years of progressive experience in a not-for-profit environment
- Knowledge of an Indigenous language will be an asset
- Lived experience and knowledge and familiarity with the diversity of Indigenous experience in Canada and abroad
- Experience working with settler organizations and applying anti-oppression, decolonization, anti-racism, and feminist theory and practices
- Understanding of social justice and system change theory and practices
- Project and/or program management, development, planning and evaluation skills
- Management experience within a complex, unionized, and multi-disciplinary environment
- Knowledge of leadership and management principles and practices
- Ability to lead the development and implementation of programs
- Ability to orient, educate and train others within the organization
- Extensive analytical and reasoning skills
- Fairly constant visual attention to detail

Requires an understanding of:

- Goals and priorities of the NGC
- Relationships and engagement protocols with Indigenous communities
- Provincial and Federal agencies, key stakeholders and contributors
- Collective agreements, NGC policies and practices
- Current trends in change management approaches in shifting corporate culture, etc.

Knowledge, Skills, and Abilities

Effort Requirements

Given the significance of the agenda, tasks are varied and require prioritization on a relatively constant basis. This work involves engaging resources from across the Gallery to ensure that the strategy is embedded across the organization

- Focused attention is required for developing appropriate engagement strategies to support the Gallery's strategic direction, to analyze project and program successes, and enable change
- Focused attention is required to ensure that all activities of the department work collectively towards a common set of goals and objectives
- Tasks are varied, and interruptions are frequent
- Periods of light physical effort are required, e.g. relatively constant sitting, standing or walking, regular handling of lightweight objects and fairly constant visual attention to detail
- Some degree of physical skill, coordination and speed is required
- The Director must shift tasks on a continuous basis; acting as a conduit between the Director and CEO's office and the development and implementation of a strategy to increase the Gallery's capacity to engage with Indigenous communities and stakeholders

Creativity and Problem Solving

Sound and strategic decision-making form a large part of the performance of tasks:

- Requires a systems approach to decision making and problem-solving in collaboration with stakeholders
- Creativity is required in addressing operational pressures and concerns; operational crises must be efficiently and effectively handled

Asset Management and Responsibility

- Develops, administers, and manages a departmental budget of approximately \$150,000
- Develops strategic proposals and budget proposals for required resources; both financial and human-related, to all initiatives within the team
- Manages operations by analyzing, establishing, and evaluating the most effective organizational methods and procedures, in order to ensure the best use of financial and human resources, time and methodology
- Responsible for all equipment and collateral supporting the activities of the department
- Responsible for own workstation
- Leads a team of 2 to 3 direct reports in support of Indigenous initiatives
- In collaboration with the Director and CEO, increases the capacity of the Gallery to engage with Indigenous communities in a meaningful and sustainable manner
- Leads the co-creation of the strategy through the development of an Indigenous advisory council
- Leads the Gallery's Recreation Project
- Leads the measurement of outcomes and impacts of programs, practices and services
- Plans, directs, organizes, implements, monitors, evaluates, and manages all activities and projects within the Indigenous Relations team
- Planning and coordination activities, including the management of day-to-day operations within the unit to ensure that work is completed in a timely and effective manner, as well as that projects are developed on time and within budget

The work environment has few disagreeable physical working conditions, and job pressures involve dealing with competing concerns; however, there is some control over priorities.



To Apply

For more details or to further explore this important strategic leadership opportunity, please contact:

Laurie Sterritt • Partner
Leaders International
880-609 Granville Street
Vancouver, British Columbia
Telephone : 778-838-4569
laurie@leadersinternational.com

Joy Beshie • Consultant
Leaders International
1 Rideau St. Suite 700
Ottawa, Ontario
Telephone : 613-296-2315
joy@leadersinternational.com

To apply, please submit a PDF Cover Letter and Resume directly to **Leaders International** outlining your interest, qualifications, and experience. Preference will be given to candidates who self-identify as Indigenous. Only shortlisted candidates will be contacted.

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