



COLLEGES &
INSTITUTES
CANADA

OPPORTUNITY PROFILE

Director, Indigenous Education and Partnerships



About Colleges and Institutes Canada (CICan)

Founded in 1972, our association serves as the national and international voice of Canada's largest post-secondary education network.

Our work is guided by a simple yet ambitious vision: building better futures for peoples and communities. We achieve this by strengthening Canada's system of publicly supported colleges, institutes, CEGEPs, and polytechnics.

With more than 95% of Canadians living within 50 km of a member institution, and thanks to our extensive reach around the globe, the impact of our network is unmatched, delivering tangible results for students, employers and our diverse partners.

Just like our members, we are an agile organization that is able to adapt and take on new projects as the need arises in order to future-proof communities in Canada and abroad.

We are guided in this work by the United Nation's Sustainable Development Goals and are particularly committed to equity, diversity and inclusion; sustainable development; access to quality education; decent work for all and climate action.

We lead by example and are proud of the diversity within our own team and governance. We also recognize the critical role of education in supporting reconciliation with Indigenous peoples, supporting the full potential of our network all across Canada.

In that spirit, we respectfully acknowledge that CICan's offices in Ottawa are located on the traditional and unceded territory of the Algonquin Anishinaabe Nation.



Why Choose CICan

- Impactful Work: be a leader in advancing Indigenous education and reconciliation in the post-secondary system and across Canada.
- Collaborative Environment: work alongside a diverse team of professionals who are as committed to excellence as you are.
- Innovative Culture: contribute to building new approaches that uphold and respect Indigenous ways of knowing and doing while strengthening colleges and institutes' role in the skills and innovation ecosystem.
- Competitive Compensation: receive a highly competitive salary and benefits in a national Indigenous leadership role.

To learn more, visit www.collegesinstitutes.ca

The Opportunity

At Colleges and Institutes Canada (CICan), we are looking for a collaborative and visionary leader to join our team. Reporting to the Vice President, Programs and Partnerships, the Director, Indigenous Education and Partnership, will lead the new landmark Indigenous-led Mamawi initiative and other Indigenous-focused education programs and partnerships, to strengthen the capacity of Canada's publicly supported colleges and institutes, through CICan's commitment to reconciliation. As it is an inaugural role, it will play a key part in developing and driving these initiatives forward.

Location: The preference for the role is to be based in Ottawa with a hybrid work model with regular presence in the office. Other remote work structures with travel to Ottawa will be considered.



Key Roles and Responsibilities:

- Lead the delivery of Mamawi, a landmark five-year Indigenous-led initiative funded by the BHP Foundation that aims to transform entrepreneurship, business, and accounting education for Indigenous learners in colleges and institutes.
- Oversee the full lifecycle of projects—shaping strategies, engaging partners, guiding implementation, ensuring culturally appropriate communications, monitoring progress, and reporting on impact.
- Guided by a Governing Circle of Indigenous Institute leaders, you will ensure that Mamawi is implemented in a way that upholds Indigenous protocols and knowledge systems.
- Lead CICan's broader Indigenous education and partnerships portfolio, supporting current and emerging initiatives that strengthen culturally relevant learning pathways and build organizational and institutional capacity to advance reconciliation.
- Work collaboratively across CICan, partnering with colleagues in the Programs & Partnerships division to share Indigenous approaches and work as a team to add insight into national and international initiatives, including workforce development, innovation, and global cooperation.
- Collaborate with CICan's government relations and advocacy work by contributing Indigenous-led perspectives, evidence, and insights to inform policy and funding decisions, acting as a key contributor rather than the primary lead.
- Build, mentor, and guide a team that embodies CICan's values of respect, inclusion, and reconciliation, fostering an environment of cultural safety, collaboration, and excellence.
- Respectfully, with Indigenous leaders, Elders, Knowledge Holders, Indigenous business, member institutions, funders, and other external partners involved, you will ensure that

programs are delivered on time, on budget, and in ways that include both Indigenous and Western approaches to accountability and success.

- As a member of CICan's leadership team, you will represent the organization with credibility and humility among key partner groups, including Indigenous partners, federal government officials, industry leaders, and international bodies.
- Monitor trends and funding opportunities, helping to position colleges and institutes as trusted partners and essential contributors to Canada's skills and innovation ecosystems.
- CICan is embarking on an Indigenization journey and co-creation of an Indigenization Plan. In the spirit of reciprocity, the candidate will be supported in holding CICan accountable to their commitment to reconciliation.

The Person

We are seeking a leader who combines professional expertise with a deep understanding of Indigeneity and organizational Indigenization. The candidate will have relevant education experience, such as Indigenous Studies, Business Administration, Public/International Affairs, project management or an equivalent combination of education and relevant experience. A PMP designation would be considered an asset.

The ideal candidate self-identifies as First Nations, Inuit, or Métis and brings lived experience and cultural knowledge to guide Indigenous-centred approaches. They have proven leadership and team management experience, including recruitment, professional development, performance management, and fostering collaborative, respectful teams.

They possess expertise in leading multi-partner programs funded by governments, foundations, or similar organizations, with skills in program design, delivery, reporting, and evaluation. A deep understanding of Indigenous knowledge systems, protocols, governance, and partnership approaches is essential, along with a strong commitment to these principles.

The candidate demonstrates the ability to build trust-based partnerships with Indigenous communities, institutions, Elders, Knowledge Holders, and other partners. They have excellent communication and relationship-building skills and can work collaboratively across cultures, sectors, and levels of government. Finally, they can operate effectively in complex, multi-partner environments and navigate both Indigenous and Western governance and accountability systems.

They bring strong knowledge of the Indigenous business ecosystem and the education pathways that support it, including Indigenous Institutes and ISET holders across Canada. They maintain established relationships within Indigenous communities and partner organizations and can leverage these networks to advance meaningful, Indigenous-centred outcomes.

Having direct knowledge of the Canadian college and institute system, including its diversity, governance, and evolving role in workforce development and innovation, is considered a strong asset. Experience contributing to policy dialogue or supporting government relations/advocacy would be valuable. The ability to communicate in French and/or an Indigenous language is also considered an asset.

Compensation

A competitive compensation package, including an attractive base salary and excellent benefits, will be provided. Further details will be discussed in a personal interview.

Equity and Accommodation Statement

CICan is an equal opportunity employer and values diversity in its workforce.

To honour our commitment to reconciliation and the Indigenous-led nature of the Mamawi initiative, this position is restricted to candidates who self-identify as First Nations, Inuit, or Métis.

We warmly encourage qualified Indigenous candidates from all communities, regions and Nations in Canada to apply.

CICan provides accommodation throughout the hiring process upon request.

Our offices in Ottawa are located on the traditional and unceded territory of the Algonquin Anishinaabe Nation.

Express Your Enthusiasm

Leaders International values diversity, equity, and inclusion in all aspects of our operations.

Candidates are invited to contact us directly with any accommodation requests.

To apply, please email your cover letter and resume (PDF or Word document only—preferably as one document) to **Ardyce Kouri or Jessica Park** at apply@leadersinternational.com, indicating the job title in the subject line.

Leaders International Executive Search www.leadersinternational.com