POSITION AVAILABLE

DIRECTOR OF INDIGENOUS INITIATIVES, RELATIONS AND ENGAGEMENT
2026-2029

We are privileged to learn, work, and live on the traditional territory of the SC'IẂNEW̱ First Nation.

Pearson College UWC stands as a beacon of hope and education, founded in 1974 with a vision to make education a force that unites people, nations, and cultures for peace and a sustainable future. Our mission is deeply rooted in this vision, striving to empower students from diverse backgrounds to actively engage in creating a better world.

At Pearson, we are more than just an educational institution; we are a vibrant community of passionate individuals committed to fostering global understanding and positive change. As one of 18 United World Colleges around the world, our students undergo a rigorous selection process in their home countries. They are chosen not only for their academic potential but also for their demonstrated dedication to making a meaningful impact on the world. Moreover, the majority of our students receive substantial financial aid, ensuring that opportunities for transformative education are accessible to all.

Pearson College UWC is recruiting for a Director of Indigenous Initiatives, Relations and Engagement.

Reporting to: Head of College

Position Summary:

The Director of Indigenous Initiatives, Relations and Engagement is an on-site leadership position responsible for overseeing the implementation of Pearson College UWC's Reconciliation Action Plan (RAP). Working collaboratively with the RAP Working Group and key partners—including staff, faculty, students, alumni, and governors—the Director will lead efforts to strengthen relationships, build understanding, and advance ongoing reconciliation within the College, with the SC'IẂNEW̱ First Nation, and beyond.

The Director will continue to nurture relationships with the SC'IẂNEW̱ First Nation while honouring the diversity of Indigenous cultures and perspectives across Canada. They will help foster culturally responsive, safe, and inclusive learning and living environments for Indigenous students, staff, faculty, and alumni.

This role will champion Pearson College's holistic educational approach and the mission and values of the United World Colleges movement. The Director will work across departments to support organizational and systemic change, promote accountability and transparency, and embed Indigenous ways of knowing into the College's curriculum, operations, and decision-making.

A key focus will be supporting Indigenous student success and well-being through a holistic approach that considers residential life, academics, health, and policy. Through relationship-building, collaboration, and education, the Director will help strengthen reconciliation efforts across the broader Pearson community.

Responsibilities:

- Lead the implementation of Pearson's Reconciliation Action Plan 2026–2029, supporting departments in reviewing existing systems and identifying and implementing opportunities for meaningful organizational change.
- Build and maintain relationships with local First Nations, including engaging local Elders, Knowledge Keepers, and Cultural Resource People in College visits and programming.
- Develop and strengthen systems of support for Indigenous student success and well-being.
- Strengthen the College's advisor program by incorporating holistic wellness and models of well-being.
- Draw on personal and organizational networks to embed Indigenous ways of knowing into College curriculum, operations, and decision-making.
- Work collaboratively with the Alumni Manager to build, strengthen, and maintain relationships with Indigenous alumni.
- Organize and/or facilitate Cultural Safety and Indigenous Awareness Training in partnership with Human Resources.
- Teach, support, and guide Pearson students through the Indigenous Histories and Perspectives learning modules.
- Work with department leads to support accountability and a coordinated, systems-based approach to reconciliation.
- Promote learning, understanding, and engagement across the College community through culturally responsive and inclusive practices.

Education, Skills, and Experience:

- Strong familiarity with Indigenous communities, cultures, beliefs, values, education, and ways of knowing, acquired through lived experience, community involvement, and/or professional practice.
- Experience supporting diverse young people and adults in an educational setting, including Indigenous and international students, with strong cross-cultural competence and facilitation skills.
- Extensive knowledge of the impacts of colonization on Indigenous Peoples in Canada.
- Knowledge of the Truth and Reconciliation Commission's Calls to Action, the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the Declaration on the Rights of Indigenous Peoples Act (DRIPA), and the National Inquiry into Missing and Murdered Indigenous Women and Girls and 2SLGBTQQIA+ People (MMIWG2S+).
- Knowledge of the protocols and territories of local First Nations.
- Experience with systems thinking, organizational change, and continuous improvement practices.
- Experience designing and implementing initiatives that centre wellness and well-being.
- Demonstrated ability to build respectful, inclusive, and positive learning and working environments.
- Strong relationship-building and collaboration skills, with the ability to engage diverse internal and external stakeholders.
- Demonstrated coaching, mentoring, facilitation, and leadership skills.
- Experience implementing initiatives, managing projects, measuring outcomes, and grant writing.
- Ability to facilitate learning through trauma-informed and culturally safe practices.
- Strong written and oral communication, negotiation, and advocacy skills, particularly when working with community groups, schools, industry, local government, and organizational stakeholders.
- Working knowledge of Microsoft 365.
- An open-minded and open-hearted approach, with a willingness to learn from and respect different cultures and perspectives.
- Experience in, or an understanding of, the non-profit environment is an asset.

Educational Background and Experience:

A bachelor's degree is typically considered the minimum educational qualification for a Director-level position, with an advanced degree considered an asset. However, Pearson College recognizes that the knowledge, leadership capabilities, and competencies required for this role can be developed through a variety of pathways, including professional practice, lived experience, and applied learning outside of formal post-secondary education. Candidates with seven or more years of demonstrated success in meeting the qualifications and criteria outlined above will also be considered, regardless of their formal educational background. Indigenous ancestry or self-identification as Indigenous will be considered an asset.

Compensation & Organization

This is a full-time, on-site position based at Pearson College UWC in Metchosin, approximately 40 minutes from downtown Victoria, BC. Salary range is $85,000- $95,000 per annum, plus a comprehensive benefits package that includes four weeks of vacation with additional paid time off during the holiday closure, extended health & dental coverage, matching RRSP program and on-site meal program. The successful candidate will be required to complete safeguarding requirements, including a criminal record check, child protection training, mandatory reporting requirements, and first aid or mental health first aid. Applications will be accepted until the position is filled and are reviewed daily. Only candidates selected for an interview will be contacted. Candidates must be eligible to work in Canada at the time of applying and pass a criminal record check. Résumés and a cover letter can be emailed to **careers@pearsoncollege.ca**.

As an inherent part of our United World College values, Pearson College UWC is actively committed to Anti-Racism, Diversity, Equity, and Inclusion in our living, learning, and work environments. In pursuit of our values, we seek individuals who will work respectfully and constructively with differences and across levels of privilege and power.

We strongly encourage applications from Indigenous Peoples, including First Nations, Métis, and Inuit candidates. We also encourage applications from individuals belonging to other minority and/or marginalized groups, including LGBTQ+ individuals, women, and people with diverse backgrounds and experiences. We are committed to fostering a diverse, inclusive, and culturally respectful workplace and recognize the value of Indigenous perspectives, experiences, and knowledge in our organization. All applicants will be considered through a fair and equitable selection process.