Senior Director, Indigenous Directions
Office of the Provost

Concordia
Montreal
About Concordia

Concordia University is recognized as Canada’s top university under the age of 50 and one of the most international universities in the world. Ambitious, innovative, research- and community-engaged we are celebrated for our commitments to transformative learning, convergent thinking and public impact. We are set on designing a next generation university that draws on the skills of our faculty and the strengths of our local and global partnerships to prepare our graduates to flourish in the world of tomorrow.

Concordia University is located on unceded Indigenous lands. The Kanien’kehá:ka Nation is recognized as the custodians of the lands and waters on which we gather today. Tiohtiá:ke/Montreal is historically known as a gathering place for many First Nations. Today, it is home to a diverse population of Indigenous and other peoples. We respect the continued connections with the past, present and future in our ongoing relationships with Indigenous and other peoples within the Montreal community.
About the Position

In 2016, the Indigenous Directions Leadership Group (IDLG) was created with a 3-year mandate to explore, identify and recommend priority areas in which Concordia can take action towards fostering a vibrant, dynamic, research-engaged community for Indigenous excellence. This position – Senior Director, Indigenous Directions – is an outcome of the IDLG’s work and recognizes the importance of establishing a senior position to advance Indigenous Directions at Concordia. We are actively seeking candidates with an established track record of leadership in and with Indigenous communities.

Reporting to the Provost and Vice-President, Academic Affairs, this pivotal role of the Senior Director, Indigenous Directions will provide strategic and visionary leadership for the University in advancing the implementation of the University’s Indigenous Directions Action Plan recommendations, identifying immediate and long-term goals for supporting the hiring of Indigenous faculty and staff, enrollment of Indigenous students, and implementation of Indigenous knowledges and protocols within the University’s core strategic priorities.

Primary Responsibilities

- Lead the implementation of the Indigenous Directions Action Plan; establish clear, open channels of communication with faculty, staff and students, senior leadership in the university, and Indigenous communities; identify and engage appropriate stakeholders; guide ongoing planning and evaluation processes of the implementation of the Action Plan; advocate for financial and human resources; and develop frameworks, policies, processes and initiatives that will foster a culture of decolonization, critical engagement, commitment, responsibility, accountability, innovation and excellence in Indigenous initiatives at Concordia.
Primary Responsibilities (cont.)

- Chair the Indigenous Directions Leadership Group, which will serve as an ongoing advisory to the Senior Director, Indigenous Directions on Action Plan implementation, and will transition to a permanent Indigenous Leadership Council.

- Create and sustain working relationships with the Centre for Teaching and Learning’s Indigenous Curriculum and Pedagogical Advisor, Office of Research, Office of Rights and Responsibilities, Indigenous Community Engagement Coordinator, Aboriginal Student Resource Centre Coordinator, and other key stakeholders.

- In collaboration with the President and Provost and Vice-President, Academic Affairs, and other members of the university’s senior leadership team, provide strategic, diplomatic and transformational visionary leadership to ensure the successful implementation of the Indigenous Directions Action Plan, and its ongoing visibility and vitality as a university priority.

- In collaboration with the Vice-Provost, Teaching and Learning and the Vice-Provost, Partnerships and Experiential Learning, the Indigenous Curriculum and Pedagogical Advisor, and other academic leaders, support the seamless integration of Indigenous histories, perspectives and knowledges into the university’s core teaching, research, and public engagement activities.
Primary Responsibilities (cont.)

- In collaboration with the Associate Vice-President Strategy and Operations, develop strategies and processes to promote and support Indigenous-related research activities, including fostering excellence and integrity in research and scholarly activity; supporting efforts to obtain and maintain sponsored funding for research with and by Indigenous peoples; supporting and developing strategies for strong Indigenous graduate student mentorship and development of Indigenous research methodologies.

- In collaboration with the Deputy Provost, the Vice-Provost of Faculty Relations, the Associate Vice-President of Human Resources, the Senior Lead on Equity and Diversity, the Office of Rights and Responsibilities, Aboriginal Student Resource Centre and student leadership, develop strategies and approaches to ensure culturally safe and respectful spaces and services for Indigenous students, faculty and staff.

- In collaboration with the Vice-Provost of Planning and Positioning, the Director of Recruitment and the Indigenous Student Recruitment Officer, support enrolment management strategies and processes to increase participation of Indigenous applicants, including processes that use student experience and success data to inform and drive recruitment and admission strategy.

- In collaboration with the Vice-Provost, Partnerships and Experiential Learning, the Senior Director, Office of Community Engagement, the Executive Director, Government Relations, engage with external Indigenous communities and other key stakeholders in support of the University’s Indigenous initiatives.

- Indigenous initiatives. Identify, initiate, and manage complex multi-stakeholder relationships and partnerships with University stakeholders, government agencies, community groups and cultural organizations to ensure an inclusive, accessible and responsive approach in all our partnership building.

- In collaboration with the Vice-President Advancement and External Relations, foster relationships with Indigenous alumni, prospective donors, and foundations to build a strong alumni network, to support and enhance Indigenous initiatives.

- In collaboration with University Communications Services, develop an effective communications strategy which includes the Indigenous Directions Hub website to foster effective communication between the University and the communities it serves.
**Requirements**

- Master’s degree or equivalent experience working with Indigenous communities, PhD highly recommended.
- Five (5) years’ or more experience working in an Indigenous community and/or communities on educational and/or institutional strategic initiatives, with a demonstrated track record of strategic leadership and experiences working with Indigenous community-based educational institutions and/or post-secondary institutional settings.
- Demonstrated strong connections to Indigenous communities and membership to Indigenous nation(s) is an asset.
- Extensive knowledge and understanding of Indigenous education, community protocols, diverse Indigenous histories, worldviews, and Indigenous knowledge systems.
- Demonstrated track record in building respectful and constructive relationships with Indigenous communities.
- Demonstrated ability in the development, implementation and advancement of strategic Indigenous initiatives and educational excellence.
- A commitment to community-engaged research, teaching and learning.
- Demonstrated competency and proficiency of written and spoken Indigenous language(s) communication skills are assets.
- Demonstrated competency and proficiency of written and spoken English communication skills required, and French is an asset.

The selection committee for the new Senior Director, Indigenous Directions recognizes that no one individual may exhibit all of the above qualifications in equal measure. Nevertheless, these criteria are seen to be desirable and will be sought in candidates for the role.

*Concordia University is committed to Employment Equity and strongly encourages applications from Indigenous Peoples, Women, Visible Minorities and Persons with Disabilities.*
**The Appointment**

Review of all applications will begin July 11, 2018 and will continue until the position is filled. The appointment will be a five (5) year renewable contract, full-time position.

**Documentation Required:**
Documents to be submitted for consideration in this process are: a letter of introduction and a curriculum vitae.

**Application process:**
Applications and nominations should be submitted electronically to the address shown below:

Mr. Brock Higgins, Partner at Leaders International Executive Search
brock@leadersinternational.com

Mr. Higgins can be reached by phone at 613-788-8254 ext. 101

*Terminology: In this document and for the purposes of this appointment, the term “Indigenous” is used inclusively to refer to members of First Nations (status and non-status, treaty or non-treaty Indians) Métis, and Inuit peoples in Canada, and Indigenous peoples from other countries. Although the Committee is using the term in this inclusive way, it recognizes that many people (including some potential candidates) may prefer the terms that are specific and traditional to their communities.*
Montreal (Tiohtiá:ke) is the most populous municipality in the Canadian province of Quebec and the second-most populous municipality in Canada as a whole. Previously called Ville-Marie, or “City of Mary”, it is named after Mount Royal, the triple-peaked hill in the heart of the city. The city is centred on the Island of Montreal, which took its name from the same source as the city, and a few much smaller peripheral islands, the largest of which is Île Bizard. It has a distinct four-season continental climate with warm to hot summers and cold, snowy winters.

Montreal is the second-largest French-speaking city in the world after Paris. While the city’s official language is French, Montreal is easy to navigate for both English and French speakers. Meeting new people is a great way to expand your knowledge of a second (or third!) language. Over 59% of the population able to speak both English and French making bilingualism a part of Montreal’s strong cultural tradition and adds to the inspiring atmosphere of art, music, literature and innovative technology. From a history of cutting-edge architecture to icons like Leonard Cohen and Mordecai Richler, to storied Old Montreal and the legendary Schwartz’s Deli, the city thrives on art, culture and history. Montreal is known for its festivals which run one after another all summer long, but festival season never really ends, in this city there is always something to celebrate!

Historically the commercial capital of Canada, Montreal is an important centre of commerce, aerospace, transport, finance, pharmaceuticals, technology, design, education, art, culture, tourism, food, fashion, gaming, film and world affairs. It is a truly unique city – safe and clean, vibrant and diverse, with new things to discover around every corner. It’s easy to see why Lonely Planet chose Montreal as the second happiest place in the world and Economist Intelligence Unit, as the 12th most liveable city in the world. With four major universities and 12 smaller colleges located on the island – Montreal is an exciting place to live.