

Director, Indigenous Strategies**Competition #99-26**

Georgian is more than just an employer – we're a community. With multiple campuses located across Central Ontario, Georgian College offers rewarding employment opportunities in academics, administration, research, and more. We take pride in working alongside a dynamic team of student-focused educators, dedicated supporters, and passionate advocates. Together, we can advance our mission to inspire innovation, transform lives, and connect communities through the power of education.

Our exciting work environment offers the opportunity to learn and grow, while collaborating in a team-oriented culture that promotes equity, diversity, inclusion and belonging. Together, we deliver unrivaled experiences for our students, employees and the communities we serve. Read our [2025-2030 strategic plan](#).

If you share our energy and passion, please consider joining Team Georgian.

Georgian College is seeking a Director, Indigenous Strategies to provide college-wide leadership in advancing reconciliation, Indigenization, decolonization, and Indigenous learner success across our campuses and communities. Rooted in Indigenous citizenship, traditional knowledge, lived experience, and strong connection to Indigenous community, this role will guide the implementation of Georgian's Indigenization Strategy Maajiishkaadaa (Let's Move Forward Together), strengthen accountability to the Truth and Reconciliation Commission Calls to Action, advise senior leaders and academic partners, and build reciprocal relationships with the Anishnaabe Education and Training Circle, Elders, Knowledge Carriers, and Indigenous communities so Georgian continues to be a college of choice for Indigenous students, employees, and partners.

This position requires the candidate to demonstrate Indigenous citizenship, traditional knowledge and connection to Indigenous community, as well as lived experience and deep understanding and respect of Indigenous histories, traditions and cultures. Please include this information in your covering letter.

Position Overview:

Reporting to the Vice President, Student Success, the Director of Indigenous Strategies will play a critical role in facilitating Georgian's responsibility to improve and amplify outcomes for Indigenous learners, address the Truth and Reconciliation Commission of Canada's Calls to Action, support transformational capacity-building and future strategy development, and act as an advisor to various key partners in the college community, including the Anishnaabe Education and Training Circle. The incumbent represents the college at external events, committees, cultural gatherings and ceremonies, building relationships so that Georgian is positioned as the college of choice for Indigenous students and communities. The Director will respectfully centre Indigenous knowledge, community voice, and lived experience while working with academic and administrative partners to advance current and future Indigenization activities, including Georgian's Indigenization strategy Maajiishkaadaa (Let's Move Forward Together).

Job Details:

Job posting date: August 17, 2026
Department: Indigenous Services
Location: Barrie Campus -hybrid work environment
Classification: Administration
Employment Type: Full-time
Hours of Work: 37.5 hours per week
Salary Range: PB 13: \$118,506.00 - \$158,006.00

Key Responsibilities:

- Lead, coordinate and report on Georgian's reconciliation, decolonization and Indigenization initiatives, including the implementation and ongoing renewal of Maajiishkaadaa (Let's Move Forward Together), Georgian's Indigenization plan.
- Advise the President, Vice Presidents, Deans and academic leaders on embedding Indigenous principles, knowledge and perspectives into college-wide strategy, academic operations, programming, policies and practices.
- Provide strategic leadership and institutional guidance in embedding Indigenous-centred principles across college policies, programs and practices; identify systemic barriers and emerging trends; and develop evidence-informed recommendations that strengthen Indigenous learner success, advance reconciliation commitments, and drive sustainable organizational change.
- Support the development and delivery of Indigenous courses, programs, training and workshops for students, employees, leaders and the Board, including guidance on Indigenous faculty selection where appropriate.
- Build and maintain respectful, reciprocal relationships with the Anishnaabe Education and Training Circle, Indigenous communities and organizations, provincial associations, government partners, colleges, universities and institutes.
- Represent Georgian with Indigenous education partners and external agencies, including the Indigenous Peoples Education Circle, and respond to relevant priorities from MCU, Colleges Ontario and other sector partners.

- Provide strategic allyship and collaborative leadership with Equity, Diversity, Inclusion and Belonging to advance institutional equity commitments, Indigenous initiatives and shared priorities that strengthen belonging, reconciliation and systemic change across the college.
- Build and sustain strategic partnerships with Marketing, Communications and Recruitment, People and Culture, Major Gifts and Partnerships, and other departments to align communications, recruitment, fundraising, Indigenous employee success and the use of college spaces for Indigenous community events with institutional priorities.
- Establish accountability measures related to Truth, Reconciliation and Indigenization, including measures connected to Indigenous student recruitment and success.
- Lead and manage direct reports, including recruitment, selection, training, performance planning, feedback, evaluation and professional development.

Qualifications:

- Successful completion of a 4-year degree program in a related field of study, master's degree would be considered an asset.
- A minimum of nine years demonstrated leadership experience to affect cultural and operational change in educational and non-educational contexts at an organizational level (preferably in multi-union environment).
- Demonstrated progressive experience as a collaborative, relational leader or consultant
- Extensive experience in Indigenous education/ training related to delivering and developing programming, partnership development and project management.
- Ability to integrate strategies that facilitate a cross-cultural work and learning environment
- A comprehensive understanding and experience related to the diversity of local Indigenous cultures, languages, history and learning strategies within a post-secondary environment
- Sound knowledge of education systems, including post-secondary, secondary and Indigenous Educational Institutes
- Familiarity with political structure and community life of First Nation (rural and urban), Inuit and Métis people
- Information management skills: ability to gather, analyse and interpret data
- Demonstrated ability to establish and maintain relationships with college administrators, government officials and other external partners.
- Proficiency of an Indigenous language is considered an asset
- Creative problem-solving skills and sound professional judgement
- Excellent written communication skills and interpersonal skills as well as mediation and facilitation skills.
- Proven ability to build consensus with diverse individuals and groups.

Why Work with Us?

Georgian’s multiple campuses are in some of the most sought-after areas in Central Ontario. Our campuses play important roles in each of these communities, serving as centers for academic, social, and cultural activities, and contributing to the social and economic well-being of the areas.

In addition to a rewarding career, here are some of the other benefits offered to full-time employees of Georgian College:

- We offer a competitive compensation rate, comprehensive benefits plan and a generous vacation policy as well as CAAT defined-benefit pension plan which includes fully matched contributions.
- A tuition reimbursement program that offers reduced course fees for college staff and their dependents.
- A holiday shut down period that allows employees to rest and relax with family and friends.
- A flex work program for most positions allowing employees the flexibility of working both on campus and remotely.
- All Georgian Employees have access to the EFAP: Employees and their family members can call the program 24/7 for completely confidential support, information, and assistance.
- Campus Safety Services: Georgian is committed to providing a safe, respectful and inclusive environment through the delivery of professional health and safety, security, parking, emergency management, conflict resolution and investigative services.

For a more in depth look at what Georgian has to offer, check out our [website](#).

Are you ready to Experience Georgian?

If this opportunity matches your interest and experience, please apply online at: <https://www.georgiancollege.ca/about-georgian/career-opportunities/> quoting Competition #99-26 by 11:59 pm on September 4, 2026. We thank all applicants; however, only those selected for an interview will be contacted.

Georgian College supports diversity, equity and a workplace free from harassment and discrimination and is committed to an inclusive, barrier-free environment. We invite applications from all qualified candidates and actively encourage applications from members of groups with historical and/or current barriers to equity, including, but not limited to persons of Indigenous ancestry, racialized persons, persons with disabilities, women and members of the 2SLGBTQ+ community. If you are contacted to participate in the interview, please advise the coordinator of any accommodations needed with respect to any materials or processes used to ensure you have access to a fair and equitable process.

Alternate formats will be provided upon request throughout the recruitment and selection process.