



Manager of Language and Culture

The School District

The Pacific Rim School District covers much of Central Vancouver Island's rugged, picturesque West Coast and serves a regional population of approximately 31,000 residing in the communities of Port Alberni, Tofino, Ucluelet, Bamfield and other remote communities. The schools are situated on the ha-houlthees of the cīšaaʔath, hupačasath, tla-o-qui-aht, Yuułuʔiłʔatḥ, and Huu-ay-aht First Nations. The school district respectfully acknowledges that it works alongside all Nuuchahnulth Nations, other First Nations, and Metis and Inuit of British Columbia to serve all children and youth of the Alberni-Clayoquot region.

The district is home to 4000 students, 35% of whom are of Indigenous ancestry, in two neighbourhood secondary schools, eight elementary schools, and one K-12 school. The district has a successful alternate learning centre, a strong French Immersion program, a thriving international student program, and a busy continuing education program.

The District has childcare programs in seven elementary schools with plans to build two separate stand-alone childcare buildings on school district property. The District is also piloting two sites running Before and After childcare programs run by support staff.

The District is part of the next wave of ICY team implementation. These multidisciplinary teams deliver wraparound mental health and substance use services and supports for children and youth (birth to 19) and their families. The service delivery will be flexible and outbound, reflecting the preferences of children, youth, and families. Each ICY team will support a cluster of Public, Independent and First Nations-operated schools and will include all children and youth within the geographic region.

Manager of Language and Culture:

Reporting to the Director of Instruction – Indigenous Education, the Manager of Indigenous Language and Culture will play a critical leadership role in advancing the preservation, revitalization, and integration of Indigenous languages and cultural knowledge within the education system. Grounded in community connection and guided by the First Peoples Principles of Learning, this position supports the development and implementation of language and culture initiatives in collaboration with local First Nations communities. The successful candidate will be a passionate advocate for Indigenous language preservation, with the skills to facilitate protocols, develop strategic plans, and guide educational programming within the BC education context.

Primary Responsibilities:

- Conduct and present feasibility studies to determine the implementation and sustainability of language and culture programs.
- Develop short- and long-term goals for Indigenous language and cultural programming in alignment with district strategic plans.
- Lead the development of a scope and sequence for Indigenous language instruction aligned with BC's curriculum and local Nation standards.
- Collaborate with Elders, Knowledge Keepers, and language experts to ensure cultural authenticity and community ownership.

- Support the design and implementation of culturally responsive learning environments and resources.
- Develop and maintain respectful relationships with Indigenous communities, Nations, and partners.
- Uphold and model the use of cultural protocols in collaboration with local communities.
- Serve as a liaison between the school district and Indigenous communities, ensuring mutual goals and respect are at the forefront.
- Provide professional development and mentorship to educators, support staff, and administration in cultural proficiency and language programming.
- Promote awareness and understanding of Indigenous perspectives across the school community.
- Identify funding opportunities and support grant writing for language revitalization initiatives.
- Liaise with IEC as required
- Assist the Director with budget development and implementation

Qualifications:

- Post-secondary education in Indigenous Education, Indigenous Studies, Linguistics, Education, or a related field (Master's degree considered an asset).
- BC Teacher certification an asset not required
- Demonstrated proficiency and/or fluency in an Indigenous language is a strong asset.
- Experience in curriculum development, language programming, or feasibility studies.
- Deep understanding of BC's Indigenous education policies, including the First Peoples Principles of Learning, the BC Curriculum, and the Truth and Reconciliation Commission Calls to Action and experience implementing in a classroom setting
- Strong communication and interpersonal skills, with the ability to work across diverse communities and with multiple stakeholders.
- Demonstrated commitment to cultural safety, respect, and responsiveness.
- Knowledge of and experience working with local Indigenous Nations and following appropriate community protocols.
- Passion and dedication to the preservation and revitalization of Indigenous languages and cultures.

Working Conditions:

- Travel within the district and to communities may be required.
- Flexible working hours, including some evenings and weekends to accommodate community meetings and events.

This excluded position has an excellent benefits package, and a wage range from \$164,459 to \$182,732 based on qualifications and experience. For more information on this position contact Superintendent Peter Klaver at pklaver@sd70.bc.ca.

Interested applicants should forward their resume with cover letter and any supporting documentation, **before 10:00am, January 27, 2025**. Application packages may be submitted electronically to Trisha Wilson, Manager of Human Resources: twilson@sd70.bc.ca.

In applying, candidates consent to Pacific Rim School District contacting individuals or supervisors for the purpose of shortlisting and/or reference checking other than those provided as references in the application package.

We appreciate the interest of all applicants but advise that only those selected for interviews will be contacted.