



PACIFIC RIM SCHOOL DISTRICT

## Superintendent of Schools/CEO

*Pacific Rim School District (SD70) and Alberni Valley Schools are situated on the ḥaḥuuti of the čišaaʔath and huupačasʔath. The School District also operates schools on the ḥaḥuuti of λaʔuukʷiʔath, huuḥiiʔath and yuutuʔiʔath Government and acknowledges that we work alongside all nuučaañuʔ Nations as well as the Métis Nation of British Columbia to serve the children and youth of the Alberni-Clayoquot region.*

*As part of our ongoing commitment to Truth and Reconciliation, the district strives to increase awareness, understanding and integration of nuučaañ uʔ culture, history, and language in all Pacific Rim School District schools. Our vision is to be a safe, welcoming, and engaging learning community that is diverse, equitable, inclusive, accessible, and collaborative, and creates belonging and opportunities for all.*

### **Our District**

Pacific Rim School District covers much of Central Vancouver Island's rugged, picturesque West Coast serving a regional population of approximately 31,000 residing in the communities of Port Alberni, Tofino, Ucluelet, Bamfield, and other remote communities. The district is home to 4000 students, 36% of whom are of Indigenous Ancestry, in two secondary schools, eight elementary schools, and one K-12 school. With a \$49 million dollar operating budget in 2026/27, 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 is committed to the success of all students and has strong connections to early learning, community wellness and mental health support, as well as the region's two major post-secondary institutions. The school district employs close to 500 employees.

### **The Position**

This position has become available due to the retirement of our current Superintendent. It is an opportunity for an experienced and skilled educator, leader, and manager to work with our Board of Education, Partner Groups, and communities to shape outstanding, relevant and meaningful educational experiences and outcomes for all students. On behalf of the Board of Education, the Pacific Rim School District (SD70) Superintendent is expected to be a reliable, honest, and courageous leader, working with our Indigenous partners, students, all district staff, and community groups alike.

### **The Candidate**

Pacific Rim School District (SD70) seeks a relational, community-rooted, and equity-driven educational leader who will strengthen structures of co-governance with First Nations, build trust across the district, and lead with clarity, humility, and courage. The ideal candidate is a visionary instructional leader who is committed and accessible to students, grounded in evidence-based practice, and deeply invested in the long-term success of the district as a whole. As such, the next Superintendent will be comfortable and skillful when discussing educational programming that best serves learners and has the knowledge, skills, and experience to effectively manage district operations.





### The Ideal Candidate is:

- Ready to lead with purpose, understanding, and humility.
- Focused on student success and outcomes as the primary mission of the district.
- Knowledgeable about Indigenous ways of knowing, learning, and being and capable of integrating teachings and protocols into district practices and processes.
- A community-minded, involved, and respected leader of the district.
- Equally comfortable as an instructional leader and systems manager that is dedicated to evidence-informed practice and decision-making.
- Adept at building collaborative teams that serve the students, families, and communities of the district.
- Approachable, humble, and confident.
- Able to provide informed and professional perspectives on current practice, trends, and insights in local, provincial, and international education.
- Current in leadership attributes relating to trauma-informed practice, labour relations, technology, fiscal responsibility, and workplace safety.
- A skilled communicator in a variety of settings.
- Coming to our district to contribute, participate and lead with conviction, on a long-term basis.

### Desired Qualifications and Experience

Master's degree or higher in Education or related field

Certification as a teacher in British Columbia

Recent and successful senior-level school district experience

Experience working with Indigenous communities and leadership

Evidence of collaborative approaches to leadership and shared decision-making

Salary, benefits, and other terms and conditions of employment are determined between the Pacific Rim School District and the successful candidate. The salary range for this position is **\$220,651 to \$245,168**. Applications should be submitted by **4:30 pm (PDT), May 1, 2026**.

### Application Process

- Cover letter: Outlining your interest in the position, your philosophy of education and leadership, and your recent experience that qualifies you as a candidate.
- Resume: Complete documentation of your education, experience, and recent senior level school district positions held.
- References: A list of at least four current references (with contact information) that can speak to your fit for this position. Candidates should consider selecting references from the following list:

Indigenous Education Councils	Support Staff Union Executive
Boards of Education	Teachers' Association Executive
Principal's Associations	Secretary/Treasurers
Senior Staff Co-workers	Former Student/Community Member/Neighbour

**Note:** Relevant jurisdictional equivalents to the above list will be accepted.

**Please submit application packages in a single PDF file directly to:**

[superintendentsearch@sd70.bc.ca](mailto:superintendentsearch@sd70.bc.ca)

**Please direct inquiries to:**

Scott Benwell, PhD

Email: [scott@advanticsgroup.ca](mailto:scott@advanticsgroup.ca)

Phone: 250-222-0420 or 250-537-1599