



Director of Education

A rewarding, mission-critical mandate for an accomplished, faith-centred educator combining knowledge of the current key issues in education, an understanding of curriculum and program delivery, a commitment to Indigenous education, a strong grasp of human rights and equity principles, including anti-racism and anti-oppression, and a strong vision for Catholic education.

About the Halton Catholic District School Board

The **Halton Catholic District School Board (HCDSB)** is a model learning community, widely recognized as distinctively Catholic. A provincial leader in student achievement, HCDSB provides exceptional educational experiences and services to over 37,000 students of all ages. God's call to love and to serve is nurtured across the Board's 45 elementary schools, 9 secondary schools, and 3 continuing education facilities, serving the communities of Burlington, Halton Hills, Milton, and Oakville. With a focus on ***Achieving, Believing, and Belonging***, HCDSB provides students and staff with the tools they need to realize their fullest potential, while also instilling a life-long commitment to the community.

About the Role

As the Board's new **Director of Education (Chief Executive Officer) and Secretary of the Board**, you will lead by example to champion the cause of Catholic education in Ontario by leveraging your thorough knowledge in this field and in-depth understanding of the *Education Act* and related regulations and legislation. A visionary, inclusive and self-aware leader with a reflective, participative, collegial, and effective approach, conducive to managing and leading a sizeable and complex organization, you are passionate about working with the senior leadership team and the Trustees, both as individuals and as valued members of the HCDSB.

Focused on providing faith-centered leadership to achieve equitable outcomes for all students and staff to *Achieve, Believe, and Belong*, you will provide oversight to the Board's Catholic faith, community, and culture portfolio. You will promote a Catholic faith that is holistic, welcoming, and inclusive to all students and staff with the Catholic lens extending across educational programs, staff, and community.

Leading vision into organizational practice, you will translate values into action in the schools and communities, promote Indigenous education in all aspects of curriculum, and support achievement for Indigenous students. One of your primary goals as Director of Education will be dismantling systemic barriers to student achievement and well-being by addressing disproportionalities and disparities in outcomes for historically underserved and underrepresented communities, grounded in data collection and analysis. This will include building capacity across the HCDSB staff at every level, inspiring accountability, and modeling integrity to build a workforce reflective of the HCDSB community at all levels of the organization. Leading by example, you will be a champion for equity, diversity, and inclusion.

An excellent communicator, you will foster effective, proactive media and public relations. You will promote transparent, timely and open communication that builds stakeholder trust, connects with all staff across the system and into the HCDSB community, and uses the changing face of modern communications to build positive, productive relationships among staff and with internal and external stakeholders. This will include welcoming participation at the grass roots level, proactively seeking collaboration with community stakeholders dedicated to supporting historically underserved and underrepresented communities, while creating opportunities for the community, staff, and students to interact.

An effective listener with a collaborative and balanced approach to problem-solving and decision-making, you can translate goals and issues into solutions, and center the student perspective, voice and identity while addressing complex system projects and needs.

About the Candidate

To be considered for the role of **Director of Education (Chief Executive Officer) and Secretary of the Board**, you must not only be able to meet the requirements, qualifications, duties, and responsibilities as prescribed in the *Education Act*, but also have a strong knowledge of, and commitment to, the philosophy of courageous leadership of the Halton Catholic District School Board. Accountable to the publicly elected Trustees that constitute the HCDSB, you will demonstrate a thorough understanding of broader social and economic impacts on education.

This key senior mandate calls for an inspiring, faith-based leader with an executive presence, strong financial and HR management, and a zeal to promote equity, diversity, and inclusion. Skilled in governance, analytical and interpersonal abilities with the capacity to lead effectively in a team-oriented, union environment, you are student, staff, and community focused. Visibly active in your local parish, with established partnerships in the Catholic community across Halton Region, you bring an empathetic and proactive understanding and awareness of various service organizations and community services, (including those within the Hamilton diocese in the HCDSB catchment area) along with the ability to forge partnerships with and amongst them.

Given the scope of this directorship, you will have a working understanding of the corporate secretarial responsibility of the HCDSB, and the use of effective policies and procedures to lead through the use of reporting systems in a multi-tiered corporate structure. A background in human resources, likely achieved in the education field, is also essential, coupled with experience in, or a working knowledge of, special and adult education, the collective bargaining process, media relations, and information technology.

To apply to this challenging and rewarding executive position in Catholic education in Ontario, submit your application to **Phelps** at careers@phelpsgroup.ca, **specifying the job title in the subject line of your-mail**. Application deadline: **July 25th, 2022**.

At **HCDSB**, we are committed to equity and inclusion in the recruitment and hiring of qualified staff who reflect the diversity of our region. We encourage submissions from candidates who represent the various dimensions of diversity. We will make interview and employment accommodations during the selection process, based on any of the human rights protected grounds. Please let us know in advance and we will work with you to meet your needs.



401 Bay Street, Suite 1400, Toronto, ON M5H 2Y4
Phone: 416 364 6229

At **HCDSB**, we are committed to creating safe, inclusive, and welcoming learning environments that support student achievement and well-being in our Catholic schools.

Human Rights and Equity are guiding values that are consistent both with Catholic Social Teaching, reaffirming the dignity of every individual, as well as the Ontario Human Rights Code, which safeguards students and staff from discrimination based on the protected grounds.

Our commitment to provide ongoing opportunities to acquire the knowledge, skills, attitudes, and behaviours needed to identify and eliminate discriminatory systemic barriers under the Code is embedded in our [Equity and Inclusive Education Policy](#).