

## POSITION PROFILE

TITLE:	Indigenization Specialist, Education and Health
EMPLOYEE GROUP:	Auxiliary
DEPARTMENT:	Centre for Innovation in Teaching and Learning
EXECUTIVE SPONSOR:	Robin Hicks
PAY GRADE:	As per Faculty Salary Schedule

### POSITION SUMMARY:

Reporting to the Dean of Innovation for Teaching and Learning, the Indigenization Specialist, Education and Health is tasked with supporting the College of the Rockies' priority to decolonize and Indigenize our Health and Human Services (HHS) programs. Specifically, this position will provide advice on Indigenization of the Aboriginal Education Support Worker (AESW) program as it undergoes institutional program review.

### REQUIRED QUALIFICATIONS:

Education and Experience:

- An advanced degree in Indigenous Education, Health, Education, or Human Services related field; significant relevant experience in lieu of advanced degree will be considered.
- 5+ years experience in education, health, and/or human services as related to Indigenous People's lived experiences, cultural safety, Indigenous specific racism, and decolonization.
- 3-5 years experience with advising/consultation work; experience with Post-Secondary Education highly desirable
- Demonstrated experience working with Indigenous communities, collectives, and organizations; demonstrated expertise in Indigenous values, ethics, protocols and knowledge systems with strong ties to Indigenous communities.
- Familiarity with emerging reports on the state of Indigenous health and education in Canada (i.e. In Plain Sight, First Peoples Principles of Learning, TRC's Final Report, Reclaiming Power and Place). Familiarity with emerging practices in Indigenous health and education is highly desired.
- Canadian-depth knowledge of Indigenous pedagogies, methodologies and ways of knowing such as place-based learning, story-telling, experiential, intergenerational, and relational ways of learning
- Experience with adult learning principles in the context of decolonizing curricula, student-centered learning, and distance learning highly desirable

### Skills and Abilities:

- Strong ability to promote dialogues and creative approaches to enduring social problems; able to facilitate difficult and sensitive conversations across multiple stakeholders while maintaining professional persistence to achieve goals
- Ability to manage projects, meet deadlines, provide deliverables on time
- Advanced leadership, communication, team building and facilitation skills
- Skilled at organizing information to present, and facilitate complex conversations about contrasting perspectives
- Excellent interpersonal skills as well as the ability to manage meetings, build consensus, successfully engage a variety of stakeholders and community partners

### POSITION DUTIES:

60% of the position: Provide expertise for the Centre for Innovation in Teaching and Learning as it works with instructors on a program review of the College's Aboriginal Education Support Worker (AESW) 2-year online diploma. As such, the successful candidate will:

- work with the AESW instructors in their efforts to develop a nationally unique, culturally relevant, AESW curriculum that promotes best practices in Indigenous childhood education
- facilitate conversations between AESW instructors and Indigenous Peoples regarding their ideas, suggestions, and concerns on childhood education. This includes, but is not limited to, working with Indigenous Education, the Ktunaxa Nation Council (KNC) and the College's Indigenous partners
- work in accordance with the College/KNC Memorandum of Understanding (MOU)
- advise AESW instructors on pathways to decolonize the AESW curriculum and incorporate understandings of Indigenous specific racism.
- work with CITL and eLearning staff on suggestions for quality online learning experiences that promote Indigenization

20% of the position: Consult with Faculty to guide them in developing/evolving their curriculum and develop guidance resources for the Centre for Innovation that may be used for other HHS instructors seeking to decolonize their curricula and advocate for Indigenous cultural safety.

20% of the position: Develop and offer face-to-face consultation sessions for all HHS staff on decolonizing the curricula and developing culturally safe learning and professional environments, along with recorded sessions for future use.

- Other duties as required

*This profile has been designed to indicate the general nature and level of work performed by the employee within this position. However, the actual responsibilities, duties, qualifications and experience may vary.*

Original Date:	
Modified Date:	
Manager Signature:	
Executive Sponsor Signature:	
Executive Human Resources:	