



LEADERSHIP OPPORTUNITY SUPERINTENDENT/CEO – SCHOOL DISTRICT 91 (NECHAKO LAKES)

The Nechako Lakes Board of Education is seeking an exceptional leader for the position of Superintendent/CEO. The successful candidate will assume the position in early 2025.

THE SCHOOL DISTRICT

Our district encompasses five municipalities: the Districts of Fort St. James and Vanderhoof; and the Villages of Fraser Lake, Burns Lake and Granisle. Our Board of seven trustees, representing the communities they serve, demonstrates effective governance and sound decision-making.

Robust goals within the [Strategic Plan](#) are supported by an experienced and invested staff who share a genuine commitment to the district. Nechako Lakes offers an array of opportunities in 18 school settings to a diverse student population of 2,847. An additional 612 students are enrolled in our well-established virtual distance learning program, [EBUS Academy](#). We take great pride in each of our nine elementary schools, three elementary–secondary schools, three secondary schools and two alternate schools. With an annual budget of \$76,000,000, the district employs approximately 690 staff.

THE POSITION

The Superintendent plays a central role in realizing the district mission, vision and goals as set out by the Strategic Plan. Crucial to success in the role will be current knowledge and broad experience in Indigenous education, including an understanding of different worldviews, and being culturally sensitive. The Superintendent must also be able to lend their expertise to addressing gaps in student achievement.

This position calls for an instructional leader with an inspiring leadership style to continue the fine work underway in the district. Being visible, personable and approachable will be key to establishing trusting relationships within the district, and within communities. The geography of Nechako Lakes necessitates significant travel to make connections.

The Superintendent must be a skilled communicator, comfortable in facilitating meaningful dialogue and engagement with students, staff, Rightsholders and parents/guardians. Also essential is proven success in a unionized environment, sustaining positive labour relations. As with all small districts, Nechako Lakes requires strong organizational and time management skills to manage a multitude of tasks and projects. The Superintendent will understand the importance of presence and engagement in each of our communities.

The salary range for the position is \$218,696 to \$242,995.

THE COMMUNITIES

With year-round recreational activities in a spectacular natural setting, we offer a warm, small-town atmosphere where relationships are key. While each of our communities is individual, they all offer the same welcoming support for quality education. The Superintendent will value our communities' identities and understand and have an appreciation for working and living in a small community. The [Regional District of Bulkley-Nechako](#) offers excellent information.

Honouring People, Land and History

We are grateful to live, work and play on the unceded, ancestral territories of [14 First Nations](#) representing the Dakelh, Nedut'en and Wet'suwet'en peoples.

We serve 1,380 Indigenous learners (40% of the student population), and with the support of an experienced and effective Indigenous Education Council along with our Indigenous staff, we are committed to creating equity for our learners.



Mission Statement

"Achieve educational excellence in an environment that honours diversity and personalized learning."

Questions and inquiries regarding this opportunity can be directed to our search advisor, Anne Cooper:

- Email: azcooper@mac.com
- Phone: 250-814-4807



KEY DATES

October 4, 2024

Application deadline
4:00 pm PDT

October 18, 2024

Candidates are notified
of their status

October 29, 2024

In-person interviews

October 30, 2024

In-person interviews

January/February 2025

Commencement of role

APPLICATION SUBMISSION

All documentation is to be
submitted **in a single PDF**.

Completed applications are
to be captioned as
"Superintendent Search" and
emailed by **4:00 PM PDT,
October 4, 2024**, to
suptsearch@sd91.bc.ca

*Please note that
applications made through
the Apply Online feature at
Make a Future will not be
accepted.*

THE CANDIDATE

The Board is seeking a Superintendent who keeps students' interests at the forefront of all decisions – a leader with a deep commitment to students and their success, capable to anticipate and respond to the needs of students and families. Our Superintendent must lead by example, prioritizing time for people and fostering a caring and respectful district culture. The successful candidate will:

- Demonstrate a deep commitment to students and their success.
- Possess a significant knowledge base in Indigenous education, Truth and Reconciliation; and respect the roles of Rightsholders.
- Have the expertise to support the Board in its governance role and responsibilities.
- Be an inspiring leader, with significant success as an administrator at the school and senior district levels.
- Have the capability to renew the Strategic Plan by utilizing effective engagement strategies and identifying priorities with staff and community.
- Show both financial acumen, aligning budgets to the Strategic Plan, and experience with budget oversight.
- Embed trauma-informed practices in their leadership.
- Make personal connections; possess proven ability to nurture relationships and build trust with students, staff, parents, Rightsholders and community; be visible and accessible.
- Have a demonstrated commitment to diversity, equity and inclusion.
- Capably address matters involving racism, including the racism of low expectations.
- Encourage innovative practice and risk-taking; recognizing the strengths and talents of employees while supporting their growth and development.
- Be committed to collaboration; seek and value others' contributions; and be flexible.
- Be comfortable living and working in small communities.
- Be a skilled communicator, open and transparent.
- Display finesse when dealing with issues; be seen as forthright and transparent; confront difficult matters with courage.
- Invite and be open to feedback, honouring the contributions of others.
- Have an appreciation for gathering and analyzing data and evidence; will establish processes for informed decision-making.
- By nature, and through experience, be reflective and a systems thinker, always aware of the "big picture"; is a creative problem-solver, integrating research-based solutions.
- Recognize the importance of, and provide leadership, to attract, hire and retain talented employees, committed to students.

A Master's degree and British Columbia teacher certification are requirements.

APPLICATION PACKAGE REQUIREMENTS

- Cover Letter:** Please submit a cover letter describing your particular interest in the position, your current role, and the key responsibilities you have had related to the position of Superintendent.
- Resumé:** Please provide a complete and current resumé, clearly describing:
- all relevant education;
 - all job and leadership experiences related to the role; and
 - provincial and/or community involvement/committees.
- References:** Please submit, where possible, contact emails and two phone numbers (office or home or cell) of references, from each of:
- CUPE/Support Staff Union
 - District Parent Advisory Committee Representative
 - Indigenous Education Committee Representative
 - Principals' Association
 - Secretary Treasurer
 - Superintendent (for candidates not in the role) or District Office Colleagues
 - Teachers' Association
 - Trustees

Letters of reference are not required.