



Ontario Principals' Council Director of Protective Services

Reporting to the Executive Director and working as a Director of the Protective Services Team (PST) at the OPC, the successful candidate will lead the PST using a shared leadership approach. The successful candidate will also provide advice and support to OPC Members (in a PST Consultant capacity), represent Members in workplace investigations and discipline matters, develop relationships with school board leadership teams to enhance Member support and build on and extend the OPC's reputation for the development and delivery of relevant, responsive professional learning for principals and vice-principals in Ontario.

With your broad perspective of education in Ontario acquired through elementary and secondary school administration, you will have the requisite credibility and credentials to offer valuable professional counsel to principals and vice-principals. In addition to providing one-to-one support and advice and topical group workshops, you will build on the OPC's current offerings with ideas for new, innovative services that will help advance public education in Ontario. As a member of the PST, you will support the governance table work and offer insight into the issues affecting principals and vice-principals.

The successful candidate will

- be a vital part of the OPC's Staff, Member Support and Advocacy Team and Operational Leadership Team, not only in support of our PST, but for the OPC as a whole
- support OPC Districts, in addition to province-wide individual Member support, building and fostering positive relationships for matters that affect multiple Members or the entire membership in those OPC Districts with senior management within school boards and local executives
- be eager to engage with and contribute to our team for a minimum of three years, reflecting our dedication to long-term development and mutual success, allowing for meaningful impact and professional growth within our dynamic environment.

Success Criteria

The successful candidate has

- Postgraduate degree (Master's or Doctorate)
- Current Principal Qualifications
- Good standing with the Ontario College of Teachers
- 10-15 years experience as a principal or supervisory officer or equivalent

- Experience in both panels
- Other demonstrated leadership in Ontario's public education system (as an asset)
- Experience that demonstrates knowledge of different contexts within the province (as an asset)
- A thorough knowledge of Ontario's education sector, including legislation, regulations and ministry and school board policies
- Demonstrated skills and political acumen required for working with local leaders and senior teams in an OPC District support capacity
- Understanding of growth-centered leadership
- Demonstrated shared collaborative leadership approach
- Conflict resolution certification or equivalent experience
- Certificate in workplace investigations (as an asset)
- Strong communication skills, including an ability to listen empathetically and respond clearly with accurate advice, as well as to advocate for Members with school board senior staff
- Outstanding interpersonal skills, creativity, thought leadership and presentation skills that will engage and support OPC Members and help them to achieve even greater standards of excellence in public education
- Ability to strategize and solve problems efficiently
- High ethical standards and integrity
- Strong teamwork and multitasking abilities
- A demonstrated commitment to principles of anti-oppression
- Expertise in promoting equity, belonging and cultural competence is considered an asset for this role
- Strong organizational habits
- Proficiency in database management and Microsoft 365

Salary, Benefits and Working Conditions

The salary range for this position will be commensurate with OPC's compensation grids and a secondment arrangement may be possible, if applicable.

Health and dental benefits are provided by ONE-T and may be amended at the discretion of the Trust.

The OPC's current hybrid work policy states that staff can work from home up to 60% of the time. The candidate may be required to work outside of office hours on occasion, as needed. The candidate may be required to travel throughout Ontario to provide Member support.

Other working conditions will be described in the contract and administrative policies.

Application Process

Applicants are asked to submit

- a letter of application (cover letter)
- a curriculum vitae
- contact information for two professional references, one of which must be the current or most recent supervisor
- a 500-word (maximum) description of your leadership style with examples, its impact on teams and how it has evolved.

Complete application packages must be received electronically no later than **4:30 p.m. EDT on Friday, May 10, 2024.**

Applications should be forwarded to

Denis Lanthier

Email: lanthier_d1@sympatico.ca

By mail or courier (Please mark as confidential)

c/o Denis Lanthier

Ontario Principals'

Council 20 Queen

Street West Suite 2700,

P.O. Box 7

Toronto, Ontario M5H 3R3

Applicants being considered for interviews must be available during **June 6, 7 and 8, 2024** for an in-person interview at the OPC office and **June 13, 2024**, for possible follow-up virtual interviews.

The OPC is committed to accommodating the individual needs of job candidates, in accordance with the *Accessibility for Ontarians with Disabilities Act (AODA)*, Integrated Accessibility Standards Regulation 191/11, within our recruitment processes and our skills assessment testing practices. Disability-related accommodation during the recruitment and selection process is available upon request.

The OPC is an equal opportunity employer committed to diversity and inclusion, and values the participation of candidates with different lived experiences. We recognize that the selection of candidates from members of equity-seeking groups is an asset. Self-identification of membership in equity-seeking groups is voluntary.