



## Director of Instruction - Learning and Innovation & Human Resources

Reporting to the Superintendent of Schools, the Director of Instruction - Human Resources, Learning and Innovation is a key member of the District's leadership team and plays a critical role in advancing the District's vision, strategic priorities, and commitment to student success and organizational excellence. The role is primarily leading the learning and innovation work while supporting the human resources team for the labour relations work.

This position provides leadership for all aspects of teacher human resources, labour relations, learning innovation, curriculum implementation, assessment practices, professional learning, wellness initiatives, and technology planning. The Director works collaboratively with district leaders, school administrators, employee groups, Indigenous rights holders, and community partners to support high-quality learning environments and effective workforce management across the District.

The Director directly supervises the Learning Services team, the Manager of Mental Health and the Human Resources team and provides leadership for assigned district programs, services, and initiatives.

### Primary Responsibilities:

- Lead the implementation of the K-12 curriculum and promote innovative, evidence-informed instructional practices.
- Provide leadership in curriculum, instruction, assessment, reporting, and educational transformation initiatives.
- Oversee district implementation of student reporting requirements and reporting practices.
- Support schools in the development and implementation of student achievement goals aligned with District priorities.
- Manage student achievement data and promote data literacy to support continuous improvement.
- Coordinate district, provincial, national, and international assessment programs and assist schools in interpreting results.
- Lead initiatives related to social-emotional learning, mental health, wellness, and student engagement.
- Facilitate professional learning opportunities that build educator capacity and support continuous improvement.
- Establish collaborative networks with educators, Indigenous partners, post-secondary institutions, and regional and provincial organizations.
- Support innovative instructional delivery models and emerging learning opportunities.
- Support the Manager of Human Resources with all aspects of Human Resources and Labour Management in collaboration with the Manager of Human Resources.
- Provide oversight of support staff and exempt staff within the department.
- Support the Manager of Human Resources recruitment, selection, onboarding, retention, and succession planning initiatives for all employee groups.
- Help coordinate staffing processes and support staffing allocations across the District.
- Provide leadership in employee relations matters, including investigations, conflict resolution, attendance support, and disciplinary processes.
- Lead collective bargaining activities and participate as a member of the District bargaining team.
- Interpret, administer, and ensure compliance with collective agreements, employment legislation, and Board policy.
- Support school-based administrators in addressing staffing and human resource matters.
- Lead employee wellness initiatives and promote healthy workplace practices.

## Strategic Leadership

- Participate as a member of the leadership team in providing strategic direction, policy leadership, and organizational planning.
- Support implementation of the District Strategic Plan, Operational plan and related priorities.
- Foster collaborative relationships with Indigenous communities and partners while honouring local protocols and commitments to reconciliation.
- Ensure effective allocation and stewardship of financial, human, and technological resources.
- Lead and participate in district-wide projects and initiatives that improve outcomes for students and staff.
- Promote a culture of continuous improvement, innovation, equity, inclusion, and lifelong learning.

## Qualifications, Attributes and Experience:

- Master's Degree in Education, Human Resources, Leadership, or a related field.
- Valid British Columbia Teaching Certificate.
- Demonstrated success in strategic planning, project leadership, and organizational development.
- Broad knowledge of current educational research, curriculum, instruction, assessment, and reporting practices.
- Experience using student achievement data to improve learning outcomes and support district and school planning.
- Knowledge of social-emotional learning, mental health, wellness, and inclusive educational practices.
- Successful experience in formal school leadership and involvement in district-level leadership.
- Post-secondary education and/or experience in Human Resources, Labour Relations, Business Administration, or a related field is an asset.
- Demonstrated experience in labour relations, collective agreement interpretation and administration, investigations, and employee relations within a unionized environment.
- Understanding the collective bargaining processes.
- Proven ability to establish and maintain effective working relationships with staff, unions, Indigenous partners, community organizations, and government agencies.
- Strong interpersonal, communication, facilitation, and conflict resolution skills.
- Demonstrated ability to manage budgets, allocate resources, and oversee complex systems and initiatives.
- Experience working collaboratively with Indigenous communities and demonstrating respect for local protocols, cultures, and perspectives.
- Commitment to equity, inclusion, reconciliation, and lifelong learning.
- Excellent written, verbal, organizational, and technology skills.

This excluded position has an excellent benefits package, and a wage range from \$168,571 to \$187,301 based on qualifications and experience. For more information on this position contact Superintendent Jaslene Atwal, [jatwal@sd70.bc.ca](mailto:jatwal@sd70.bc.ca).

Interested applicants should forward their resume with cover letter and any supporting documentation, **before 10:00am, September 18, 2026. Application packages may be submitted electronically to Hannah Fletcher, Executive Assistant - Human Resources: [hfletcher@sd70.bc.ca](mailto:hfletcher@sd70.bc.ca).**

In applying, candidates consent to SD70 Pacific Rim contacting individuals or supervisors for the purpose of shortlisting and/or reference checking other than those provided as references in the application package.

We appreciate the interest of all applicants but advise that only those selected for interviews will be contacted.