



Principal & Vice-Principal Eligibility Pools

Nanaimo Ladysmith Public Schools invites expressions of interest from dynamic, student-centered educators for placement in our Principal and Vice-Principal eligibility pools. We are seeking innovative leaders who embody the values of truth and reconciliation, equity, diversity, and inclusion, and who are committed to advancing the district's Strategic Plan and supporting the Board Goals of Student and Employee Wellness, Student Success, and Truth and Reconciliation.

School leaders play a critical role in fostering strong learning environments, guiding transformative change, and building cultures of belonging. Candidates must demonstrate evidence-informed decision making, the ability to engage and support staff, and a strong commitment to student-centered practice aligned with district priorities.

Competencies

Visionary

- Demonstrates clear impact on student learning
- Builds shared commitment and enthusiasm across staff

Energetic

- Thrives in a fast-paced challenging environment
- Maintains steady focus on improvement and results

Collaborative

- Builds strong relationships and navigates conflict constructively and respectfully
- Supports open, trust-based communication

Systems Thinker

- Recognizes connections across programs, schools, and district priorities
- Works effectively within ambiguity and complex contexts

Politically Astute

- Aligns school efforts with district and Board Goals
- Applies appropriate strategies to support stakeholder engagement and implementation

Pedagogical Leadership

- Uses credible evidence to guide decisions and support staff development
- Maintains strong focus on instructional quality, student success, and inclusive learning

Education, Experience & Attributes

- Master's Degree in Educational Leadership, Curriculum, Administration, or related field (or active graduate student toward completion)
- Valid BC TRB certification or eligibility
- Successful teaching and school-based leadership experience
- Demonstrated commitment to truth and reconciliation and inclusive practice
- Knowledge of instructional improvement frameworks such as MTSS, Self-Regulated Learning, and Inquiry-Based Learning
- Proven ability to engage, support, and manage staff

- Strong interpersonal, communication, organizational, and conflict-resolution skills
- Energy, integrity, and collaborative leadership aligned with district and board priorities

Compensation

Elementary Principal - \$152,959 - \$161,618

Elementary Vice Principal - \$134,174 - \$141,771

Secondary Principal - \$161,618 - \$170,277

Secondary Vice Principal - \$141,771 - \$149,364

Work, Live & Play in Nanaimo!

With more than 2,300 committed professionals serving nearly 16,000 students, Nanaimo Ladysmith Public Schools is proud to be part of a vibrant and growing community.

Nestled on the east coast of Vancouver Island, Nanaimo combines a mild climate with beautiful natural landscapes and rich cultural and recreational offerings. As a regional centre, it also provides easy connections to the Gulf Islands, Vancouver Island communities, and the Lower Mainland. More information about our district can be found at www.sd68.bc.ca.

How to Apply

Nanaimo Ladysmith Public Schools is seeking leaders who are committed, reflective, and ready to contribute to a forward-thinking district leadership team. Educators who share our passion for Student and Employee Wellness, Student Success, and advancing Truth and Reconciliation are invited to apply. Successful applicants will remain in the pool for a two-year period.

Please submit your application **on Make a Future at** <https://buff.ly/x43yO9J> by clicking the Apply button next to the job details. Applications should include a cover letter, a detailed personal résumé, a brief statement of philosophy and any other relevant supporting documentation.

Please identify **one primary position you are applying for** (Elementary Principal, Elementary Vice Principal, Secondary Principal, or Secondary Vice Principal). If you have a secondary preference, you may note it as well.

Please note: Nanaimo Ladysmith Public Schools thanks all applicants for their interest in working with us, however, only those shortlisted will be contacted.

If you have questions or require assistance with this application process, please contact the Customer Care department at MakeAFuture at 1 866 806 6851 or applicant@makeafuture.ca