



## **Learning and Development Specialist**

### **Nimkee Nupigawagan Healing Centre**

#### **Summary**

The Learning and Development Specialist will provide individualized academic support to students while participating in Nimkee Nupigawagan programs. The Learning and Development Specialist will work closely with students, staff, and parents to develop learning strategies tailored to each student's particular learning style, in order to support their academic progress, life progress and healthy living goals.

In addition, the Learning and Development Specialist will be responsible for the development of a land-based and /or cultural curriculum alongside senior management and will tailor courses and teachings that coincide with any plans or proposals put forward by Nimkee Nupigawagan. This can include teachings across the lifespan, medicine wheel, rites of passage, life skills, traditional nutrition courses to name a few.

The Learning and Development Specialist has an insightful understanding of effective teaching methods for different learning styles and aptitudes. In addition, the Learning and Development Specialist will have excellent listening and observational skills, as well as an empathetic mindset.

- Evaluate individual student academic and development needs through accessing IEPs, reports and testing. Prepare a plan suited for each individual student and provide case management throughout and provide reports on the success.
- Participate in assessing organizational needs and developing key performance metrics for learning within the area.
- Assess the success of development plans and help students make the most of learning opportunities.
- Design and deliver e-learning courses, workshops and other trainings including indigenous training modules, like land-based learning for both staff and students.
- Help students develop career and development paths.
- Create and execute learning strategies and programs.
- Extract data for analysis and for quality improvement processes. Initiate and provide reports on the status of training completions, effectiveness, and other operational metrics designed to improve the effectiveness, accountability and cultural competency of Nimkee programming.
- Work cross-functionally with Senior Management Team to define key content areas;

- Manage eLearning and general learning content to reflect our most current product/service offerings, and policies/procedures;
- Present training via eLearning or virtual classroom/webinar if needed;
- Align the organization services with student needs through an understanding of the strategic plan and direction and upon direction from the Executive Director through research, development and design.
- Present ideas effectively, delivering presentations suited to the characteristics and needs of the audience;
- Deliver learning content that is tailored to the specific needs of the student and/or youth within the treatment program.
- Prepare funding proposals for land based learning and other indigenous related education and for staff training, as needed.
- Interact with Chippewa of the Thames Education Department and perform all duties associated with negotiation and approval under an education services agreement between parties.
- Educating parents on youth progress and providing helpful resources.
- Follow up with the youth at one, three and five month intervals, upon program completion regarding educational and life goal achievement for quality improvement measures.
- Keeping up to date with new developments in teaching methods and educational psychology.
- Performing all administrative requirements required under the position.

#### Requirements:

Ability to comfortably interact with all levels of employees, including frontline team members;  
 Excellent time management skills (prioritizing and follow-up);  
 Ability to work on multiple projects simultaneously, maintaining momentum, and managing to project due dates;  
 Proficient in MS Office and other online platforms.  
**Bachelor of Education (B.Ed.) and registered in good standing with the Ontario College of Teachers**  
 Excellent communication and negotiation skills;  
 Management experience would be considered an asset;  
 Experience teaching students in a variety of classes and age groups.  
 Extensive knowledge of learning differences and strategies.  
 Ability to work effectively with students, staff, parents, and First Nation education departments.  
 Passion for bettering the lives of students.

#### Professional Certification(s):

##### Ontario College of Teachers

3-5 years' experience in the delivery of learning and development programs;  
 Additional Qualifications in Intermediate level teaching credentials is an asset;  
 Bilingual in any First Nation language or willingness to learn is preferred  
 Proven experience as an L&D or Training Manager/Specialist or Teacher or similar type role;  
 Create curriculum to organize and develop understanding of both technical and traditional indigenous skills, values and beliefs.  
 Adheres to organization and professional best practices and standards when developing learning and development solutions;  
 Utilize training platforms and tools to provide orientation to students/clients.

Work with senior management to understand key organizational deliverables, identify performance gaps and develop effective trainings to build all skill levels.

DEADLINE: FRIDAY, OCTOBER 15, 2021 at 12 p.m

LOCATION: Muncey, Ontario

Submit Cover letter, resume and copies of credentials to:  
[Executivedirector@nimkee.org](mailto:Executivedirector@nimkee.org)

The successful candidate will be required to produce a clear CPIC and be willing to undertake training that is considered mandatory by Nimkee Nupigawagan.