



INVITES APPLICATIONS FOR THE FOLLOWING POSITION

AREA 5 SUPERINTENDENT Norway House, Manitoba

Duties to Commence August 2026

THE OPPORTUNITY

A senior leadership position with direct accountability for educational outcomes for over 1,845 primarily Indigenous students from Nursery through Grade 12. This role offers the unique opportunity to lead Indigenous-focused education in partnership with communities, families, and staff. You'll oversee strategic planning, program development, area maintenance, transportation, and resource allocation with responsibility for an annual budget of approximately \$36.1 million. Success in this position requires both visionary leadership and practical expertise in delivering measurable student achievement while honoring Indigenous pedagogies and cultural practices.

Frontier School Division is committed to success for all learners through community-based direction for schools and a partnership approach amongst staff, parents, and communities.

WHAT YOU'LL DO

- Provide strategic leadership for all divisional educational programs and services
- Drive accountability for student results, achievement data, and program evaluation
- Lead the development and implementation of Indigenous-focused curricula and language programs
- Build and maintain collaborative relationships with Indigenous communities, partner organizations, and stakeholders
- Plan, manage, and allocate human, financial, and material resources effectively
- Champion educational excellence through evidence-based decision making and continuous improvement

WHAT YOU BRING

- Master's degree in Education and a Bachelor of Education degree
- A permanent professional Manitoba teaching certificate (or eligibility for certification)
- Minimum five (5) years of administrative experience at the school and division level
- Proven track record leading educational programs with measurable student outcomes
- Deep understanding of Indigenous pedagogies, cultures, and community-engaged education models
- Strong expertise in budget management and resource allocation
- Background in strategic planning and organizational change management
- Demonstrated success working collaboratively with Indigenous communities and organizations
- Valid Manitoba driver's license (this position requires regular travel within the Division)

WHAT WE OFFER

A comprehensive salary and benefits plan which includes Extended Health, Dental, Vision and vehicle allowance. The incumbent will also receive assistance with relocation costs if applicable.

HOW TO APPLY

Please submit the following materials by **April 6, 2026**:

- Resume outlining your qualifications and experience, including contact information for three professional references and three character references
- Philosophy of Education Statement (250 words): Articulate your core beliefs about teaching, learning, and educational leadership
- Leadership Paper (500 words): "The Role of a Leader in Providing Quality Educational Programs" - share your vision for educational leadership and how you would approach this responsibility

*Thank you for your interest; however, only applicants selected for an interview will be contacted.
By applying, you consent to the Division contacting your references.*

Forward application package to:

Tyson Mac Gillivray, Chief Superintendent
Frontier School Division
Email: hr@fsdnet.ca

