Beausoleil First Nation Human Resources

11 O'Gemaa Miikaan
Christian Island, Ontario
L9M 0A9
(705) 247-2051 Fax: (705) 247-2239 Email: jobs@chimnissing.ca

EMPLOYMENT OPPORTUNITY
Principal – Elementary School

Posting Date:	November 19, 2026	**Salary:**	$105,000 - $120,000 per year
Classification:	Permanent	**Closing Date:**	Open Until Filled
Supervisor:	Director of Education	**Vacancy Status:**	Existing Role
Hours of Work:	35 hours/week		

Overview

Beausoleil First Nation is seeking an experienced, dynamic and culturally responsive educational leader to serve as Principal of Christian Island Elementary School (CIES).

Reporting to the Director of Education, the Principal provides educational, instructional, operational and strategic leadership for the school and is responsible for creating a safe, inclusive, culturally grounded and engaging learning environment where students can thrive.

Working collaboratively with students, staff, parents/caregivers, families, Elders, Knowledge Keepers, community members, Beausoleil First Nation departments and education partners, the Principal will support high-quality education grounded in Anishinaabe culture, language, values and ways of knowing while supporting student achievement through the Ontario Curriculum.

Persons of Indigenous descent are preferred.

Key Responsibilities Include:

- Provide educational, instructional, operational and strategic leadership for Christian Island Elementary School.
- Lead the delivery of the Ontario Curriculum while supporting the integration of Anishinaabe culture, language, knowledge, values and land-based learning.
- Lead school improvement planning and promote high expectations for student achievement, well-being, attendance and engagement.
- Foster a safe, welcoming, inclusive, respectful and culturally responsive school environment that supports student belonging and well-being.
- Provide leadership, supervision, mentorship and professional development to teachers, Educational Assistants and school staff to strengthen instructional practices and their capacity to support diverse student needs, and participate in recruitment and onboarding in collaboration with the Director of Education and Human Resources.
- Provide leadership and oversight for special education and inclusive educational programming to support students with diverse learning strengths and needs.
- Build strong, respectful relationships with students, families, Elders, Knowledge Keepers, community members, BFN departments and education partners.
- Oversee the effective day-to-day operation of the school, including staffing, school resources, financial stewardship, safety and accountability, in accordance with BFN policies and under the direction of the Director of Education.

Qualifications:

- Bachelor of Education (B.Ed.) or equivalent recognized educational degree.
- Principal's Qualification Program (PQP), Parts I and II, or an equivalent combination of school leadership qualifications, training and experience acceptable to Beausoleil First Nation.
- Member in good standing with the Ontario College of Teachers.

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- Minimum five (5) years of successful teaching and/or progressively responsible educational experience, preferably including experience in an elementary school setting.
- Demonstrated leadership experience in instruction, curriculum, assessment, school improvement and the supervision and development of school staff.
- School administration or Principal/Vice-Principal experience is considered a strong asset.
- Experience working within a First Nation education system or Indigenous educational environment is considered a strong asset.
- Demonstrated understanding of First Nation control of First Nation education, Indigenous education, Truth and Reconciliation, and the historical and contemporary factors affecting First Nation students, families and communities.
- Knowledge of Anishinaabe culture, traditions, history and/or language is considered a strong asset.
- Special Education Specialist qualification, or demonstrated equivalent advanced knowledge and experience in special education and inclusive educational programming, is considered a strong asset.
- Strong communication, relationship-building, conflict-resolution, organizational and leadership skills.
- Demonstrated ability to exercise fair and impartial professional judgment, maintain appropriate professional boundaries, manage conflict and address sensitive matters with discretion and integrity.
- Satisfactory Criminal Record Check and Vulnerable Sector Check.
- Valid First Aid/CPR certification or willingness to obtain.
- Ability to participate in school and community events that may occasionally occur outside regular school hours.

Benefits:

- Competitive salary of **$105,000–$120,000 annually,** commensurate with qualifications and experience.
- Benefits in accordance with applicable Beausoleil First Nation policies.
- Professional development and leadership learning opportunities to support continued growth in educational leadership, Indigenous education, special education and school improvement.
- Housing may be available upon request.
- The opportunity to provide educational leadership within a First Nation community and contribute directly to the educational success and well-being of Anishinaabe students.
- A community-connected school environment where culture, language, relationships and student success are central to education.

How to Apply:

Submit a complete application package including:

- Cover letter
- Resume

*Employer references will be requested in the later stages of recruitment

How to Apply: Email applications are preferred: jobs@chimnissing.ca Alternatively, drop off at the Beausoleil First Nation Administration Building.

Accessibility: BFN is committed to an inclusive, barrier-free process under the Ontario Human Rights Code and AODA. Accommodations are available on request.

AI Use: AI will not be used to make hiring decisions. In rare cases, it may assist with organizing application data.