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Employment Opportunity

Experiential Learning Cohort Supervisor, Bachelor of Indigenous Social Work Program

Position Type: Full-Time / One-Year Contract

Position Status: Vacancy

Location: Hybrid

Reports To: Manager of Experiential Learning

Hourly Rate: \$33.46, plus 4% vacation pay

About FNTI (First Nations Technical Institute)

FNTI is an Indigenous-owned and governed post-secondary institution dedicated to serving Indigenous learners. Established in 1985, FNTI has graduated over 4,000 students through certificate, diploma, and degree programs delivered in partnership with Ontario's colleges and universities.

As a First Nation-mandated, not-for-profit, and registered charitable organization accredited by the Indigenous Advanced Education and Skills Council (IAESC), FNTI delivers a range of post-secondary programming grounded in Indigenous knowledge and community connection. Through its community-driven and intensive delivery model, FNTI enables learners to remain connected to their families and communities while pursuing meaningful educational and career pathways.

Since the Indigenous Institute Act, 2017, FNTI has advanced the development of independently accredited degree programs, created by Indigenous people, for Indigenous people. Programming is delivered from its main campus in Tyendinaga on the Bay of Quinte, as well as virtually.

Description:

The Cohort Supervisor reports to the Manager of Experiential Learning and has a critical academic role in course facilitation, as well as Indigenous community engagement, administrative monitoring, research and knowledge dissemination.

This position is one part of a collaborative teaching and learning team involving the learner, the faculty and the cohort supervisor. The cohort supervisor's responsibilities include facilitating all

Integrated Experiential Learning (IEL) courses. This includes development, enrichment, and assessment of learners, in addition to quality assurance measures regarding curriculum content and course learning outcomes.

The cohort supervisor leads the integrated community learning experience by identifying communities, community sites and community site leaders; and identifying appropriate learning pathways while negotiating pertinent, and critical contracts between FNTI and the Community Sites. This is in collaboration with identified stakeholders within the community and various personnel within FNTI.

Additional responsibilities regarding community engagement include legislated and regulatory oversight. The cohort supervisor is also responsible and required to act as a community site supervisor and notary, where required, monitoring and approving all site interactions during all IEL experiences and ensuring academic alignment.

Responsibilities:

Teaching and Delivery Responsibilities

- Instruct and collaborate on the delivery of IEL Courses;
- Ensure curriculum content delivery aligns with the program and course learning outcomes;
- Support the Institute's commitment to providing a respectful, kind, safe, and welcoming environment for all people who visit or participate in the program;
- Ensure that learning and ceremonial spaces honor the principles of equity, diversity and inclusion, including respect for all bodies, gender identities and expressions and sexual orientations;
- Create a collaborative, learner-centered mutual teaching and learning space in a variety of delivery formats such: as in-person, virtual classroom, hybrid;
- Utilize a variety of andragogical teaching and learning strategies and formats (oral, written, audio-visual, digital, creative);
- Establish and strengthen an environment of respect, kindness and safety as ethical classroom standards;
- Facilitate the process of assessment throughout full scope of the IEL experience and course deliveries;
- Fully implement learner Accommodation Plans according to FNTI policies and procedures;
- Facilitate space for inclusion of medicines and traditional healing practices;

- Implement appropriate Indigenous protocols within the classroom and ensuring the cultural framework is followed (opening and closings, smudging, circles, drumming and singing and cultural practices);

Integrated Experiential Learning Supervision

- Align course learning outcomes and proposed IEL opportunities and approve individual learner IEL plans;
- Supervise, develop tracking and provide approval for accumulated IEL hours, adhering to current regulatory policy practices;
- Work with ELO Manager and program team to review participant progress and renew personal integrated experiential learning plans;
- Support development of programming for collection, tracking and interpretation of relevant IEL data; and provide regular reports to program leadership and the experiential learning office manager;
- Participate in regular meetings with the IEL office team and provide regular written updates on the IEL within assigned cohort;
- Support faculty to develop and expand teaching and learning methods to support enriched experiential learning discussion;
- Engage with Enrolment Management and Student Services and FNTI academic support team members to ensure wraparound learner support;
- Support the approval and implementation of customized individual IEL opportunities within the policy framework of FNTI;
- Facilitate interactions and relationship building between learners and learning site partners, by supporting learners to connect with possible community partners and identify and observe related protocols within the community;
- Mentor learners through the IEL process through pre-planned regular individual mentorship sessions; supporting learners to foster a culture of mutual reciprocity and knowledge sharing within various IEL.

Integrated Community Experience and Engagement

- Manage relationships with external partners and IEL Site teams;
- Continue to cultivate, manage and nurture meaningful relationships with Indigenous community partners, fostering trust, mutual understanding, and collaboration, to ensure the successful implementation of IEL experiences that respect and honor mutual cultural

values and perspectives, and are designed to uplift and strengthen all partners;

- Create, develop and deliver orientation activities for IEL Site Partners;
- Support IEL program administrative processes including but not limited to; learner tracking and portfolio support, policy and program development, strategic planning, process mapping, and ongoing quality assurance processes;
- Support learners and the community collaboration team to design and facilitate IEL opportunities tailored to the needs and goals of the community;
- Support and supervise IEL site administrative operations and support collaboration with learners, site teams and the integrated experiential learning office;
- Facilitate the identification, collection and storage and safeguarding of required documentation in collaboration with site lead/site team, learner and FNTI;
- Serve on institutional committees as requested.

Qualifications:

Education and Experience

Applicants must have:

- Completed Master of Social Work or related graduate education emphasizing experiential learning and instructional design in an Indigenous context.
- Significant experience with experiential learning, portfolio development, practicum or internship supervision
- 5 or more years of teaching and/or practical experience.
- Evidence of teaching and Indigenous education and practice experience working with Indigenous learners and communities, with demonstrated potential for a successful trajectory aligned with the vision and mission of FNTI.
- A combination of Indigenous knowledge and teachings, training and experience which FNTI deems to be appropriate to the role.
- Demonstrated knowledge of the history of Indigenous peoples and communities;
- Previous work includes creating teaching and learning environments that support shared decision-making, collaboration, and collegiality.
- Practical experience working with and developing relationships and collaborative projects within Indigenous communities.
- History of participation in community learning/experiential facilitation, mentorship, or related roles.

Other Knowledge, Skills and Abilities

- Proven experience in community engagement and relationship building.
- Committed to fostering growth by mentoring others and embracing opportunities to be mentored.
- Knowledge of wise practices in experiential learning and ability to incorporate current innovations into teaching, learning and practice are required.
- Ability to communicate with diverse audiences from local community members to staff and academic team members.
- Must understand the importance of creating accessible, relevant and empowering programming for Indigenous learners and communities that is rooted in Indigenous knowledge.
- Ability to demonstrate an understanding and commitment to quality assurance in an Indigenous Institute, an asset.
- Must be able to demonstrate and articulate the importance of education as a reconciliation tool for Indigenous learners.
- Knowledge of the histories and contexts of the Indigenous peoples of Canada, including UNDRIP and the Truth and Reconciliation Calls to Action.
- Passion for community engagement and a commitment to fostering inclusive learning environments that favor reciprocity and shared benefit.
- Ability to adapt teaching methods to diverse learning styles.
- Working familiarity with AODA and Placement/Site based Health and Safety protocols an asset.
- Understanding of LMS/Brightspace system will be considered an asset.

Conditions of Employment

- Willing and able to travel occasionally and work overtime as required.
- Successful candidates must provide a satisfactory Vulnerable Sector Check.
- Must be legally entitled to work in Ontario, Canada.

Equity, Inclusion & Accessibility

FNTI is an inclusive employer. We welcome applications from candidates with diverse backgrounds and experiences. In accordance with the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code (OHRC), applicants may request accommodation at any stage of the recruitment process.



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To request accommodation during the application process, please contact hr@fnti.net with the job title and accommodation details.

FNTI provides preference to qualified applicants of Indigenous ancestry who self-identify.

How to Apply

Interested candidates are invited to apply through the **FNTI Careers website** ([FNTI Careers — FNTI](#)) by submitting:

- A cover letter outlining interest and qualifications
- A current resume

Applications must be submitted online through the FNTI Careers site by **July 24, 2026**.

We thank all applicants for their interest; however, only those selected for an interview will be contacted.

Posting Date:

July 6, 2026

Application Deadline:

July 24, 2026