



Date: August 25, 2023
Competition: #23-78

APPLICATIONS ARE INVITED FOR THE FOLLOWING FULL-TIME POSITION

Position: Lead Instructor, Centre for Conflict Resolution (Position #1000382)
Division: Centre for Conflict Resolution, School of Health, Community & Social Justice
Location: New Westminster, BC
Reporting To: Program Director, Centre for Conflict Resolution

Justice Institute of British Columbia:

The Justice Institute of British Columbia (JIBC) is a public, post-secondary institution that provides education and training to those who'll be there to support British Columbians and others around the world, when a life is at stake or when health, safety or property is in jeopardy. Work for JIBC and be a part of the big picture – supporting justice and public safety professionals at all stages of their careers in fields including law enforcement, firefighting, paramedicine, security and emergency management.

As a JIBC employee you'll play a role in our educational programming, which also includes complementary and related areas of study – from conflict resolution, mediation, leadership and counselling, to cybersecurity, business intelligence, and tactical criminal analysis – as well as applied research in the justice and public safety fields. Join our team and help us prepare JIBC graduates to contribute to safer communities and a more just society.

Position Summary:

As the Lead Instructor in the Centre for Conflict Resolution, you will play a pivotal role in delivering high-quality education and supporting students throughout their learning journey. You will have the opportunity to utilize diverse instructional methods, promoting an applied, experiential learning model for short courses within the Collaborative Conflict Resolution (CCR) program, as well as semester-based courses for the Law Enforcement Studies Diploma (LESD) and Post-Baccalaureate in Disaster Management (PPBDM).

Beyond your teaching responsibilities, you will actively engage in curriculum development projects and collaborate with staff and faculty to foster a dynamic learning community that values mutual support and excellence. Your commitment to student mentorship will be invaluable in nurturing their potential and guiding them towards academic and personal growth.

Primary Responsibilities:

Teaching and Learning:

- Utilize a diverse range of instruction methods grounded in an applied, experiential learning model to deliver CCR semester-based courses, short tuition courses, and contract training within the pre-determined curriculum, both online and at the New Westminster Campus.
- Develop effective teaching and learning strategies and evaluation methods that align with the course and program outcomes.

- Support students in bridging the gap between theory and practice.
- Weave Indigenous knowledges (ways of thinking, being, relating and doing) into instructional practices.
- Demonstrate a strong understanding of teaching, learning, and adult education principles.
- Fosters Equity, Diversity, and Inclusion (EDI) practices within the classroom.
- Apply a trauma-informed lens to create a safe and inclusive learning environment.
- Contribute to curriculum development and program reviews.
- Create and revise curriculum within the JIBC Learning Management System (Blackboard) as a Subject Matter Expert.

Faculty Support:

- Lead and collaborate with other sessional and contract faculty to deliver CCR semester-based, short tuition courses and contract training within the established curriculum.
- Supporting Faculty to incorporate EDI principles, Indigenous knowledges, and providing student supports
- Collaborate with divisional staff on program-related activities and issues, such as program reviews, faculty recruitment and onboarding, and student and faculty issue management.
- Provide orientation and mentorship to new instructors, preparing them to teach CCR courses independently.
- Maintain expertise in the field of conflict resolution, and actively pursue professional growth in education.
- Maintain currency within the field of conflict resolution, and a focus on professional growth in education.

Student Support/Evaluation:

- Engage in coaching conversations with students to assess their strengths and challenges.
- Provide guidance and advice to students on their educational journey.
- Offer support resources to students throughout CCR programming.
- Act as a primary link between students and Program Area staff.

Other Responsibilities:

- Provide support or instruction in other program areas, as needed, such as leadership or other courses within the division of Community and Social Justice (CSJ) as needed.
- Actively participate in CSJ faculty meetings.
- Collaborate with other Faculty and Program Managers to implement best practices in the classroom and adhere to relevant program and institutional policies, procedures, and guidelines.
- Perform assigned duties as required.

Qualifications & Requirements:

Education and Training

- Possess a Master's Degree in a related discipline, such as peacebuilding or conflict resolution.
- Hold a JIBC Certificate in Collaborative Conflict Resolution or equivalent practical training.
- Provincial Instructor Diploma or related training, and/or lived experience will be considered as valuable assets.
- Alternatively, demonstrate an acceptable equivalent combination of lived experience, education and training, and/or professional experience.

Knowledge, Skills and Experience

- Minimum of 1 year of teaching experience in Conflict Resolution (and/or a related field).
- Strong experience in the field of conflict resolution.
- Proven success in innovative and learner-centered classroom and online instruction.
- Familiarity with applying EDI concepts and frameworks in the classroom, with a preference for individuals with lived experience.
- Understanding of principles of Indigenization knowledges (ways of thinking, being, relating and doing)
- Knowledge of anti-racist pedagogy.

- Familiarity with trauma-informed practice and its application in the classroom.
- Excellent communication skills for effective online and classroom instruction.
- Outstanding organizational and problem-solving abilities, with the ability to work under pressure while adhering to relevant program and institutional policies, procedures, and guidelines.
- Demonstrated ability to exercise judgment and sensitivity when dealing with complex issues.
- Strong collaborative leadership and conflict resolution abilities.

We offer a total compensation package that includes a benefit plan, which includes Extended Health and Dental Benefits after three months, and enrollment in the College Pension Plan upon hire. In addition, we offer 20 vacation days and 10 Personal Days annually (pro-rated for time worked during year), as well as generous other leave entitlements.

Salary Range: \$86,668.40 - \$96,241.60 per annum (Fair Comparison Faculty Equivalent Job Level P3)

Posting Date: August 25, 2023

Closing Date: September 8, 2023

Please submit a *resume, covering letter and copies of academic credentials*, quoting Competition #23-78 via email to: People and Culture at hr@jibc.ca

For more information about this position, please contact: Jennifer Jasper at jjasper@jibc.ca

Justice Institute of British Columbia believes in creating accessible programming, workplaces and spaces that reflect the community we serve. Our desire is to continue to build an inclusive culture that encourages, supports, and celebrates the diverse voices of our employees and students and where everyone feels empowered to share their experiences and ideas.

We encourage applications from members of groups that have been marginalized on any grounds named under the B.C. Human Rights Code, including sex, sexual orientation, gender identity or expression, racialization, disability, political belief, religion, marital or family status, age, and/or a person of Indigenous ancestry.



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