

IDENTIFICATION

Department	Position Title	
Aurora College	Instructor, Social Work	
Position Number	Community	Division/Region
91-17193	Yellowknife	Education and Training / HQ

PURPOSE OF THE POSITION

The Instructor, Social Work is responsible for the planning, organization, instruction, delivery, and evaluation of post-secondary educational programming for adults. This position requires the incumbent to instruct courses related to the Social Work program and primarily the Indigenous Studies courses within, evaluating the courses and recommending changes/improvements as required. The incumbent will also be required to teach in other program areas including the Bachelor of Science in Nursing, Health Programs, and General Sciences. The incumbent manages and maintains a learning environment that is conducive to providing the highest level of education possible within their area of specialization.

SCOPE

Reporting to the Program Head, Social Work, the Instructor, Social Work (Instructor) will be required to instruct in a variety of programs, and must be devoted to developing and delivering quality courses and resources in addition to promoting positive career development of adult students within communities of the Northwest Territories (NWT). The incumbent conducts needs assessments and develops, delivers and evaluates programming to meet those needs. The incumbent is seen as a representative of the College within the community and therefore plays a critical role in creating and promoting a positive image for the College.

Instruction can be scheduled in a number of ways depending on the particular delivery approach of the course and/or program (e.g. semester, block, distance delivery, evening). The incumbent may be required to teach courses or modules in community locations or other campuses from time to time as required by the design format of the particular program being taught. Instructors must instruct to meet defined and detailed course objectives and program standards. Those standards are often imposed by relevant partner institutions, external accreditation organizations, associations, agencies, government departments, and/or boards.

The incumbent is required to complete ongoing professional development and maintain certifications and licenses as required by the Collective Agreement and program needs. The incumbent must also maintain currency of knowledge and expertise through regular professional development, work experience, and study.

The Instructor is required to attend regular program meetings, and to regularly report to the Program Head, Social Work on student progress and curriculum development/revision. As part of the College team, instructors are also required to complete a variety of non-instructional duties that may be required to attain the goals of Aurora College.

The incumbent may be required to instruct in field day camp settings in multi seasonal conditions (fall, winter, spring) for up to two weeks per year. During these day camp settings, the incumbent will be exposed to seasonal elements including extreme cold and other weather conditions, insects, and wildlife.

RESPONSIBILITIES

1. Instructs in assigned courses

- Develop lesson plans
- Prepare syllabi
- Deliver/instruct content using appropriate and varying instructional methods
- Develop/prepare instructional material
- Maintain adherence to program objectives and accreditation standards
- Present content which accurately reflects the cultural, political, social, and environmental realities of the NWT and Canada
- Provide academic counseling and tutoring
- Develop, revise, update, and administer evaluation instruments to monitor student progress and to provide feedback
- Develop and maintain a goal-centered progress plan for each student
- Assist other faculty and regional programs as needed
- Plan, implement, and supervise student learning in classrooms and ensure safety of all relevant areas and experiences
- Ensure learning environments comply with all regulations, requirements, and laws consistent with all applicable safety, workplace, and environmental standards

2. Develop and routinely revise course materials which are relevant, current, and consistent with subject content

- Initiate and maintain contact with a broad base of human resources including professional, traditional knowledge, educational, and occupational resources
- Develop materials using a variety of media including print, visual, and technology-based to enhance instruction
- Participate on College program, course, and curriculum committees



- Review and revise program and course outlines, syllabi, and lesson plans
 - Collaborate with third-parties to develop unique, tailored instruction and delivery methods
- 3. Undertake administrative tasks related to the delivery of instructional activities**
- Complete reports as required such as student progress, course and attendance, correspondence, and evaluations
 - Comply with and apply College policies and procedures
 - Recommend materials, equipment, supplies, and resources for student instruction
 - In consultation with other instructors, recommend program/course materials, books, supplies, equipment, and other resources
 - Maintain student records/files, as appropriate, including attendance, correspondence, and evaluations
- 4. Promote Aurora College activities, maintain public relations and market program activities.**
- Attend graduation, convocation, and completion ceremonies
 - Organize events and presentations that promote the program and Aurora College
 - Select and prepare materials for local career fairs
 - Assume other tasks as may be initiated from time to time, including assistance with promotional activities
 - Attend College team-building functions
- 5. College and program service**
- Attend regular and relevant program, committee, faculty, and general staff meetings
 - Assist other faculty and programs as required
 - Undertake special projects to support adult learning in the community and through the College as assigned by the supervisor
 - Participate in an appropriate share of institutional service assignments

WORKING CONDITIONS

Physical Demands

No unusual demands.

Environmental Conditions

No unusual conditions.

Sensory Demands

The incumbent must spend each day in concentrated listening and observing situations of both technical and interpersonal nature.

Mental Demands

No unusual demands.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of adult education theory, program design, development, management, delivery, and evaluation
- Knowledge of adult instructional methods, program/project development and management, needs assessment, and curriculum development
- Knowledge of and/or the ability to acquire and apply knowledge of educational issues in the NWT and challenges that adult students face in NWT communities
- Knowledge of all applicable laws, acts, regulations, rules, policies, guidelines, requirements, and codes in specific subject matter of instruction
- Knowledge of computer programs such as: word processing, spreadsheet, database, email, and Internet programs
- Knowledge of and/or the ability to acquire knowledge of northern culture, cross cultural processes, and politics
- Knowledge of and/or the ability to acquire knowledge of the organization and structure of the College and the relationships between the College and various partners in the communities and across the Territories
- Detailed theoretical and practical understanding of specific subject matter of instruction
- Ability to research and update course materials and delivery methods to maintain current programs
- Oral and written communication skills
- Human resource and team building skills
- Organizational skills
- Skills in budgeting and anticipation of long-term needs and requirements of the program
- Ability to conduct basic academic counseling and provide life skill coaching
- Ability to be adaptable and flexible in teaching approach
- Ability to commit to actively upholding and consistently practicing personal diversity, inclusion and cultural awareness, as well as safety and sensitivity approaches in the workplace.

Typically, the above qualifications would be attained by:

A Master's Degree in Social Work; three (3) years of experience in the field of Social Work, two (2) of which must be in northern communities of Canada; and two (2) years of instructional experience in the field of Social Work at the post-secondary level.

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

A bona fide requirement of the job is the completion of six (6) weeks of full time coursework in adult education within the first two (2) years of employment and completion of a certificate in Adult Education within five (5) years of hire.

A bona fide requirement of the job is eligibility for or current Registered Social Work License issued by the GNWT Department of Health and Social Services.

Position Security

- ☐ No criminal records check required
- ☒ Position of Trust – criminal records check required
- ☐ Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- ☐ French required (must identify required level below)

Level required for this Designated Position is:

ORAL EXPRESSION AND COMPREHENSION

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

READING COMPREHENSION:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

WRITING SKILLS:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

- ☐ French preferred

Indigenous language: Select language

- ☐ Required
- ☐ Preferred