

Director, French Language Priorities (Bilingual)

Ministry of Colleges and Universities

Join the exceptional leadership team at the Ministry of Colleges and Universities, where you will make an impact in the lives of French-language students in Ontario's postsecondary education system.

As the Director, you will provide strategic leadership in the delivery of priorities related to French-language and bilingual postsecondary education programs and services to support students in achieving academic goals and ensure they are able to contribute to the vitality of Ontario's Francophone communities and the economic prosperity of the Province.

As a member of the Ministry's leadership team, you will build and foster effective relationships with a broad range of Francophone stakeholders and partners to promote approaches that reflect Francophone culture and educational needs. You will also be looked upon to demonstrate anti-racist and accountable leadership in support of creating a racially equitable and inclusive workplace, where all employees feel safe and supported in advancing an anti-racist approach to Ministry business processes, partnerships and strategy.

An effective leader in the Ontario Public Service (OPS) is responsible, innovative and collaborative. A responsible leader is someone who demonstrates authenticity, accountability and courage in how they interact with others. An individual who models ethical behaviour, and who is honest and capable of making difficult choices. An innovative leader is someone who leads with common purpose, embraces positive disruption, and has a future mindset. An individual who inspires others, values continuous learning and encourages development and integration. A collaborative leader focuses on helping others to grow, drives people-centred outcomes and promotes an environment of inclusivity. A leader who consistently works to confront bias and systemic barriers while understanding the importance of creating a more diverse and accessible workplace.

Diversity, Inclusion, Accessibility and Anti-Racism

The OPS is an innovative, responsive, and accountable public service that works hard to be diverse, anti-racist, inclusive, merit-based, and equitable. Diversifying leadership teams is a top OPS priority, with the goal to achieve parity with the Ontario labour force by 2025 for the most underrepresented groups (Indigenous, racialized and persons with disabilities) in leadership positions. To advance this goal, the OPS is collecting socio-demographic information that will help to address potential barriers and achieve equity in hiring.

You are invited to complete the [voluntary survey](#)

< https://forms.office.com/Pages/ResponsePage.aspx?id=KRLczSqsI0u3iq5qwwwwwwwwwwcrlWGXEc_m01kkkeFGu_f74N5rh4JUM0xRMEZRWkJZMzJZU1o0TUhJOVg3SEJDMiQIQCN0PWcu&wdLOR=c4327861D-4279-48C2-9936-6A6D33A76F941a > and contribute to building a more diverse, inclusive and accessible OPS. If you have completed the survey since September 28th, 2020, you do not need to complete it again unless you would like to change your responses or consent. The OPS is an accessible employer and offers accommodation in all aspects of employment, including the recruitment process.

Visit the [OPS Anti-Racism Policy](#) < <https://www.ontario.ca/page/ontario-public-service-anti-racism-policy> > and the [OPS Diversity and Inclusion Blueprint](#) < <https://www.ontario.ca/page/ops-inclusion-diversity-blueprint> > pages to learn more about the OPS commitment to advancing racial equity, diversity and inclusion.

What can I expect to do in this role?

Reporting to the Assistant Deputy Minister, you will:

- Promote the development of, and access to, French-language and bilingual programs and services for learners with a focus on high-demand and emerging sectors of Ontario's economy
 - Support Ontario's French-language and bilingual institutions and agencies to address the specific needs of French-language and bilingual learners and clients
 - Create and support conditions that promote excellence in French-language and bilingual postsecondary services
 - Direct the research, development and provision of specialized expertise to ensure French-language policy development is aligned with the government's highly skilled workforce agenda
 - Build and promote effective relationships with French-language and bilingual education
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stakeholders to develop and promote cooperative approaches and partnerships that reflect Francophone culture and educational needs

- Cultivate an environment that demonstrates a commitment and action toward an inclusive, diverse, accessible and anti-racist workplace
- Provide strategic advice and briefings to the Deputy Minister and Assistant Deputy Minister on key priorities and issues related to Francophone and bilingual postsecondary education services

How do I qualify?

Mandatory

- Oral and written proficiency in English and in French at the superior level

Leadership

- You have demonstrated the ability to lead and motivate a high-performing team to achieve quality and timely results, incorporating the principles of inclusion, diversity, anti-racism and accessibility
- You are a courageous innovator who challenges the status quo and fosters an environment where new ideas are valued, and team members are empowered to be their best
- You have proven skills to manage and guide managers and staff in the delivery of exceptional customer service to meet the needs of clients

Job-Specific Knowledge and Experience

- You have existing knowledge of, or demonstrated skills to quickly understand:
 - the government's priorities, challenges and opportunities related to the French-language postsecondary education sector
 - the economic, social, cultural, political, and educational issues facing the Francophone communities in Ontario to inform the development of programs, initiatives and resources
- You have proven expertise in policy, program and financial analysis
- You have strong financial acumen and literacy to develop and manage the Branch budget and identify critical French-language education priorities, issues and concerns as part of the annual budget-setting process
- You have experience influencing policy development and delivery outcomes using evidence and your knowledge of government decision-making processes

Stakeholder Relations and Political Acuity

- You have experience establishing, managing, and fostering effective relationships with internal and external partners and stakeholders such as the Federal government and postsecondary institutions
- You are a connector who excels at bringing people with varying viewpoints together in support of common goals
- You have a high degree of political acuity to provide expert strategic advice to Ministry executives and senior officials
- You have superior communication skills and experience briefing senior leaders on complex issues

Bonus info section:

The OPS uses multiple methods to assess candidates for executive positions; these may include resume screening, interviews, assignments, psychometric assessments, simulations and reference checks.

Pre-screen Questions:

1. What is your current/most recent position?
 2. What is your current/most recent ministry/organization?
 3. Where did you see the Director, French Language Priorities Branch job ad posted?
 4. I acknowledge that there is a voluntary survey to complete as part of this competition and that, if I choose not to participate in this survey, this will not impact my participation in the competition process.
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Salary Range: \$130,930 - \$175,070 per year

Job Term: Permanent

Location: Toronto, ON

Please apply online, only, by **Tuesday, November 30, 2021**, by visiting <http://www.gojobs.gov.on.ca/Preview.aspx?Language=English&JobID=172878>. Please follow the instructions to submit your application. Faxes are not being accepted at this time.

If you require accommodation in order to participate in the recruitment process, please contact the Executive Recruitment Unit at careersexecutive@ontario.ca. Only those applicants selected for an interview will be contacted.

The Ontario Public Service is an inclusive employer. Accommodation will be provided in accordance with Ontario's *Human Rights Code*.

www.ontario.ca/careers
