



Position Title: Principal

Department: Education

Work Location: Paqtnkek Education Centre, Paqtnkek Mi'kmaq Nation

Reports To: Education Director

Application Deadline: Open Until Filled

Position Overview

Paqtnkek Mi'kmaq Nation is seeking a dynamic, student-centered, and culturally grounded leader to serve as Principal of the Paqtnkek Education Centre. The principal will be responsible for the overall leadership, administration, and daily operations of the school, ensuring a safe, inclusive, and high-quality learning environment rooted in Mi'kmaq values, language, and culture.

This role is central to advancing educational excellence while strengthening Mi'kmaq identity, language revitalization, and community engagement.

Key Responsibilities

Leadership & Administration:

Provide strategic and instructional leadership aligned with the vision of Paqtnkek Mi'kmaq Nation.

Oversee daily school operations, including staff supervision, student discipline, and school safety. Foster a positive, respectful, and inclusive school climate for students, staff, and families. Work collaboratively with the Education Director on planning, reporting, and continuous improvement.

Academic Excellence:

Support and evaluate teaching staff to ensure high-quality instruction and student achievement. Monitor student progress and implement strategies to support success for all learners. Ensure curriculum delivery meets provincial standards while integrating Mi'kmaq perspectives.

Mi'kmaq Language & Cultural Integration:

Promote and support the integration of Mi'kmaq language across all grade levels. Ensure cultural teachings, land-based learning, and traditional knowledge are embedded in programming. Collaborate with Elders, Knowledge Keepers, and community members to enhance cultural learning opportunities. Champion initiatives that strengthen students' connection to Mi'kmaq identity and heritage.

Staff Supervision & Development:

Supervise, mentor, and evaluate teaching and support staff. Support professional development with a focus on culturally responsive and trauma-informed practices. Promote teamwork, accountability, and a shared commitment to student success.



Community Engagement:

- Build strong relationships with parents, families, and community stakeholders.
- Encourage family and community involvement in school activities and events.
- Act as a liaison between the school and the broader Paqtnkek community.

Qualifications

- Bachelor of Education (required); Master's degree in Education or Leadership (preferred).
- Valid Nova Scotia Teacher Certification (or eligibility).
- Minimum 5 years of teaching experience; previous leadership experience preferred.
- Strong understanding of Mi'kmaw culture, traditions, and language (proficiency in Mi'kmaw language is a strong asset).
- Experience working in or with First Nations communities is highly valued.
- Demonstrated leadership in fostering inclusive, culturally grounded educational environments.
- Excellent communication, organizational, and interpersonal skills.

Preferred Attributes

- Commitment to Mi'kmaw language revitalization and cultural preservation.
- Knowledge of trauma-informed and holistic approaches to education.
- Ability to lead change while respecting community values and traditions.
- Strong relationship-builder with a collaborative leadership style.

What We Offer

- Opportunity to lead within a vibrant Mi'kmaw community.
- Supportive leadership environment aligned with community values and priorities.
- Competitive salary and benefits package (commensurate with experience).

To Apply:

Interested candidates are invited to submit a resume and cover letter outlining their qualifications and experience including 3 professional references.

To: David Kearns, Human Resources Director - Paqtnkek Mi'kmaw Nation

Email: jobs@paqtnkek.ca

Subject Line: "Principal, PEC"

Or: Deliver in person to the front desk at Paqtnkek Band Office during business hours.

Deadline: Open until filled

Preference: Paqtnkek Mi'kmaw Nation is an equal opportunity employer and reserves the right to hire a qualified candidate of Indigenous descent if all other qualifications remain equal.

We appreciate all expressed interest in this position; however, only candidates selected for an interview will be contacted. No phone calls, please.