Shad is expanding and we need a dedicated Educator to join our team as a Recruitment Manager to help us recruit grade 10 and 11 students for our live-in STEAM-based program. This is a full-time role but we are open to a two-year contract for a self-funded leave.

For forty years Shad has relied on a robust network of Educators across the country to refer students to our program. With over 3000 schools across Canada, we have the grand goal to introduce Shad and our program at each and every one of them. We need a Recruitment Manager that understands the nuances of the K-12 education system, the language, the barriers and knows how to build trust with fellow teachers working in classrooms day-to-day.

Educators play a key role in identifying youth that would benefit, be engaged and successful in our program. Shad’s Recruitment Manager will be point of contact for all Canadian Educators and develop a plan to keep a consistent flow of information to Educators, Guidance Counsellors, School Boards, parents and students in the classroom.

Supported by Shad’s marketing and communication team, the Recruitment Manager will design STEAM and Entrepreneurship demonstrations that will be used in the classroom and resonate with students and their teachers. Our goal is to ensure all students that could benefit from Shad know about us and are encouraged to apply. And we need a talented Educator to help us reach that goal.

About Us
Shad is a STEAM and entrepreneurship program for students in grades 10 and 11. During the immersive month-long program, students live on a university campus and participate in a real-world design challenge that prepares them to take on social and economic challenges. Shad’s program is transformational and lifechanging and many participants go on to innovate and start their own businesses. Shad is a registered charity and has been running since 1980 and has more than 20,000 alumni.

Things you will do
• Build and maintain relationships with Educators, Guidance Counselors, STEM-speciality teachers in every province across Canada
• Develop and maintain relationships with Teachers Associations and Boards of Education
• Develop and implement an annual plan to ensure a high level of quality applications including applications from populations and geographies consistent with commitments to Shad’s funders
• Hire and oversee the Shad Ambassador program and opportunities for youth/Shad alumni to represent Shad in their schools, community and other
• Create an annual event schedule of education conferences and serve as a brand ambassador at various events such as career fairs, science fairs, and leadership events
• Develop and design Shad demos will engage students, build trust with educators and provide a taste of Shad
• Create monthly reports on key recruitment metrics
• Travel will be part of this role
**Things you bring**

- Bachelor of Education
- Relationships with Educators provincially and nationally, knowledge of education systems and policies
- Membership at Teachers Associations
- Knowledge or background in STEM/Entrepreneurship and/or design thinking
- Familiarity with Salesforce is a bonus

Shad Canada values the diverse and intersecting identities of its participants and team members. We believe that equity and diversity is an integral part of the Shad community and are committed to accessibility for all. We look for applicants who embrace our values of equity, anti-racism and inclusion. As such, we encourage applications from candidates who have been historically disadvantaged an marginalized, including applicants who identify as First Nations, Métis and/or Inuit/Inuk, Black, racialized, a person with a disability, women and/or 2S/LGBTQ+. All qualified candidates are encouraged to apply.

Interested applicants apply to hiring@shad.ca by February 28, 2022. Please include a cover letter along with your CV. We thank all applicants but only those selected for an interview will be contacted.