



LEADERSHIP OPPORTUNITY SUPERINTENDENT OF SCHOOLS

THE SCHOOL DISTRICT

Following the retirement of the incumbent, the Boundary Board of Education is seeking an exceptional leader to serve as Superintendent (CEO), effective August 1, 2026.

Nestled between the Okanagan Valley and the West Kootenays, the district lies on the unceded traditional territory of the Interior Salish people; approximately 30% of the student population self-identifies as Indigenous, and all Indigenous students reside off reserve.

Pride runs deep in the district's schools, where approximately 1,275 students thrive in the communities of Big White, Beaverdell, Rock Creek, Midway, Greenwood, Grand Forks and Christina Lake. The caring staff are genuinely committed to students in six elementary schools, two secondary schools, one K-9 school and one alternate education facility. From the largest school serving over 400 students to the smallest of 13 learners, each school offers personalized attention and strong community connections. The Board of seven trustees demonstrates effective governance and sound decision-making. The annual budget is 26 million dollars.



THE POSITION

This position offers a highly skilled educator with broad instructional and leadership skills the opportunity to lead in a positive and collegial environment. Consistent with smaller school districts, the position necessitates strong organizational and time management skills to manage a multitude of responsibilities.

The role requires a capable collaborator who is comfortable with facilitating meaningful engagement with students, staff, Rightsholders, partners and community organizations. Proficiency working in a unionized environment and supporting positive labour relations is essential.

THE LOCATION



In a picturesque region of BC's southern interior, the Boundary offers a rural lifestyle blending small-town charm, deep connections and abundant recreational opportunities. The district office is located in Grand Forks, a welcoming and close-knit community offering affordable housing.

SEARCH TIMELINES

- 📅 Applications close at **3:00 pm** on **December 29, 2025**.
- 📅 Candidates will be notified by **January 22, 2026**, regarding their status.
- 📅 Interviews are scheduled, over a two-day period, on **February 2 & 3, 2026**. For planning purposes, candidates will be in Grand Forks the **evenings of February 1 & 2, 2026**.
- 📅 It is anticipated that the successful candidate will assume the position **August 1, 2026**. Transition activities to occur **May – June**. Details to be finalized at the time of appointment.

THE CANDIDATE

The Board is seeking an inspiring leader who demonstrates a joy and passion for learning and who will make this visible throughout the district. The Superintendent will possess a strong moral imperative, demonstrating ethical leadership and a commitment to doing what is right for students.

The successful candidate:

- Is confident and shows a true commitment to collaboration; will foster strong and effective teams
- Values and utilizes the strengths and talents of all employees, acknowledging everyone's contributions
- Is personable, approachable and accessible, making time for people
- Engages with others with respect, sensitivity and compassion
- Can foster a positive, respectful and effective relationship with the Board; understands respective roles.
- Provides open, transparent and clear communication; shares information in a timely manner, is astute with media
- Addresses issues and concerns with confidence, does not avoid difficult matters, holds others accountable to high expectations
- Demonstrates understanding of Indigenous cultures, values Indigenous people and seeks their contributions
- Shows awareness of the complexity of community demographics and needs including appreciation for the uniqueness of a small school district
- Values and supports student engagement and the role of student trustees
- Demonstrates financial acumen, aligns budgets to the Strategic Plan, has experience with budget oversight
- Has successful K-12 school and district based administrative experience
- Holds a Master's degree in education, and certification as a teacher in British Columbia
- Is comfortable living and working in small communities

The salary range for the position is \$196,980 – \$218,867.

APPLICATION PACKAGE REQUIREMENTS

Cover Letter: Please submit a cover letter describing your particular interest in the position, your current role, and the key responsibilities you have had related to the position of Superintendent.

Résumé: Please provide a comprehensive résumé, highlighting all relevant education, experiences and school and district leadership roles.

References: Please submit, where possible, contact emails and two phone numbers (office, home or cell) of one referee from each of:

- CUPE/Support Staff Union
- Principals' Association
- Secretary Treasurer
- Superintendent (for candidates not in the role) or a District Office Colleague
- Teachers' Association
- Trustee

Letters of reference are not required.

APPLICATION SUBMISSION

Completed applications, in a single PDF package, are to be captioned "Superintendent Search" and emailed to suptsearch@sd51.bc.ca by **3:00 pm PST on December 29, 2025**.

Please note that applications made through the Apply Online feature at Make a Future will not be accepted.

QUESTIONS AND INQUIRIES

Questions and inquiries regarding this opportunity can be directed to our search advisor, Anne Cooper:
Email: azcooper@mac.com
Phone: 250-814-4807