

Job posting

Position: Online course developer

Closing Date: Posting will remain open until all positions are filled

Stipend: \$7,000 plus 4% vacation pay

Location: Online

Continuing education has been an integral part of the University of Victoria since its inception in 1963. Today, the Division of Continuing Studies (DCS) provides adult and continuing education programming in co-operation with UVic faculties and community partners. We offer a comprehensive portfolio of programs in a range of academic disciplines, using diploma, certificate, degree and other programming models to serve adult, part-time, international and geographically dispersed students.

Position summary:

The Division of Continuing Studies at the University of Victoria is seeking an experienced professional to develop a new online course: *Indigenous Business, Leadership, and Economic Reconciliation*. This course will be offered as both a stand-alone registration option, and will be an elective course within the Certificate and Diploma in Business Administration programs.

Indigenous Business, Leadership, and Economic Reconciliation

Course Description: This course provides learners with a foundational understanding of Indigenous-led business practices, culturally-grounded leadership, and principles of economic reconciliation in Canada. Through an examination of Indigenous worldviews, governance systems, and entrepreneurial strategies, students will explore how Indigenous communities are engaging in business development, co-governance, and economic partnerships. Core themes include Indigenous economic sovereignty, relationship-based decision making, ethical collaboration frameworks, and culturally informed leadership approaches that support sustainable community well-being and prosperity. The course will focus on case studies and guest speakers from location Indigenous businesses.

Students will critically examine the historical and contemporary impacts of colonization on Indigenous economies, explore legal and treaty contexts, and identify pathways for ethical engagement that honour Indigenous rights, self-determination, and cultural integrity. This course is suitable for business students, aspiring leaders, and professionals seeking to build respectful, mutually beneficial relationships with Indigenous communities and organizations.

It is expected that upon successful completion, learners will be able to:

1. Explain key concepts associated with Indigenous worldviews, governance, and economic systems and differentiate them from dominant Western business paradigms.
2. Analyze historical and contemporary impacts of colonialism, policy, and legislation on Indigenous economic participation and business development in Canada.
3. Interpret legal frameworks and rights-based contexts relevant to Indigenous economic reconciliation, including treaties, self-government agreements, and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).
4. Evaluate Indigenous-led business models and entrepreneurial strategies that prioritize social, cultural, and environmental well-being alongside economic outcomes.
5. Apply culturally informed leadership principles to business scenarios, demonstrating an understanding of relationship-based decision making, community priorities, and ethical engagement.
6. Develop strategies for ethical partnership and collaboration with Indigenous communities, organizations, and entrepreneurs, grounded in mutual respect, informed consent, and shared value creation.
7. Integrate principles of economic reconciliation into business planning exercises, including frameworks for community benefit, equitable procurement, and inclusive workforce development.
8. Communicate with cultural competence, demonstrating awareness of language, protocols, and practices that support respectful engagement with Indigenous peoples and perspectives in professional environments.

Qualifications:

- Demonstrated expertise in course subject area required;
- Previous course development or teaching experience (designing content for a course, training or presentation) is an asset
- Experience with adult or non-traditional learners is considered an asset;
- Experience developing or delivering training or educational content, preferably in an online format is an asset;
- Familiarity with online learning platforms and instructional design principles is an asset;
- Ability to work independently and meet deadlines is required.

Key duties/responsibilities:

- From the approved description and outcomes, design and develop course content, including modules, assessments, and multimedia materials via a course blueprint and materials;
- Ensure course materials reflect current industry standards, terminology, and practices;
- Collaborate with instructional designers to structure content for online delivery;
- Incorporate adult learning principles and Universal Design for Learning (UDL) strategies;

- Incorporate edits to materials after curriculum validation check-points;
- Participate in meetings with the program team during the development process.

How to apply:

Please submit CV and indicate course(s) of choice to:

Miranda Angus, Director

Business and Technology Programs, Division of Continuing Studies, University of Victoria

Email: mangus@uvic.ca

Territory Acknowledgement

Consistent with UVic's values, we acknowledge and respect the Lək'wəḡən (Songhees and X̱wsep̱səm/Esquimalt) Peoples on whose territory the university stands, and the Lək'wəḡən and W̱SÁNEĆ Peoples whose historical relationships with the land continue to this day.

Equity statement

UVic is committed to upholding the values of equity, diversity, inclusion and [human rights](#) in our living, learning and work environments. In pursuit of our values, we seek members who are eager to actively participate in that shared responsibility. We actively encourage applications from members of [historically and systemically marginalized groups](#). Read our [full equity statement](#).