

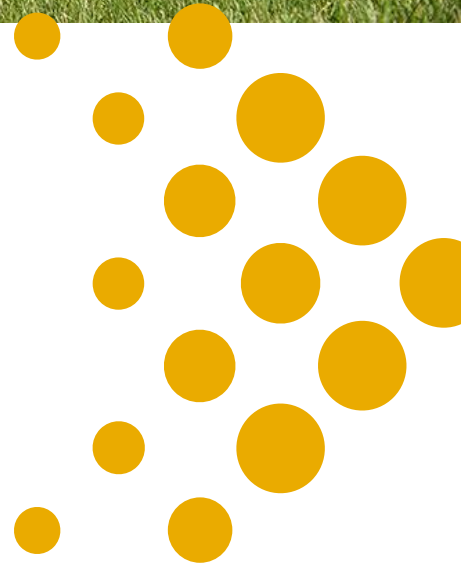


Executive Brief for the

Native Studies Faculty



BRANDON
UNIVERSITY





Brandon University

As Canada’s finest regional university, Brandon University is committed to positive and reciprocal relationships with the communities we serve.

We are rooted in the land and territory we call home and are both inspired and guided by the Indigenous knowledge and understanding that grows from this land. We are the primary provider of university education in Manitoba outside of Winnipeg. Our small class sizes are often the ideal introduction to university for students from smaller communities. Our world-class faculty bring global experience to their classrooms.

Brandon University affirms a commitment to diversity, inclusion, and universal human rights. We are stronger and richer together, and we celebrate the unique

contributions brought to our community through everyone’s individual circumstances, perspectives, and life experiences.

Brandon University (BU) has a storied history of academic excellence and community leadership dating back to its origins as a liberal arts college in 1899. Chartered as an autonomous university in 1967, BU has grown into a dynamic institution known for its small class sizes, personalized education, and supportive learning environment. Rooted in the heart of Manitoba, BU takes pride in offering undergraduate and graduate programs across five faculties and schools: Arts, Education, Health Studies, Science, and Music.

Brandon University Highlights

Students

Approximately 3,200 students with 15% Indigenous, 16% international (2024)

Programs

42+ Programs, including 20 undergraduate degrees, 5 certificates, 6 graduate, and 19 pre-professional programs.



Canada's Finest Regional University

Brandon University strives to be Canada's finest regional university. But how is that defined? We shun the term "best" as that implies competition and a pursuit of impossible perfection. Only one can be "Number One." We choose instead collaboration, and community, and to seek and support success for all.

The service we provide to Treaty 1 and Treaty 2 territories, to Brandon, and to southwestern Manitoba is unique. We serve our communities and share our knowledge with the country and the world through our research and teaching. We have global impacts while servicing a largely regional population.

Motto

"Speaking the truth in love" is a motto that reflects our roots. Respect, a duty to truth, and a commitment to action are concepts shared in many cultures, including the Indigenous seven teachings. Our motto is a moral call to action that reminds us of our role and our responsibilities.

Mission

We promote excellence in teaching, research, creation and scholarship. We educate our students so that they can make a meaningful difference as engaged citizens and leaders. We defend academic freedom and responsibility. We create and disseminate new knowledge. We embrace cultural diversity and are particularly committed to the education of First Nations, Métis and Inuit people. We share our expertise and resources with the greater community.

Mamaawii-atooshke aakihkiwiin – Strategic Plan 2022-2027

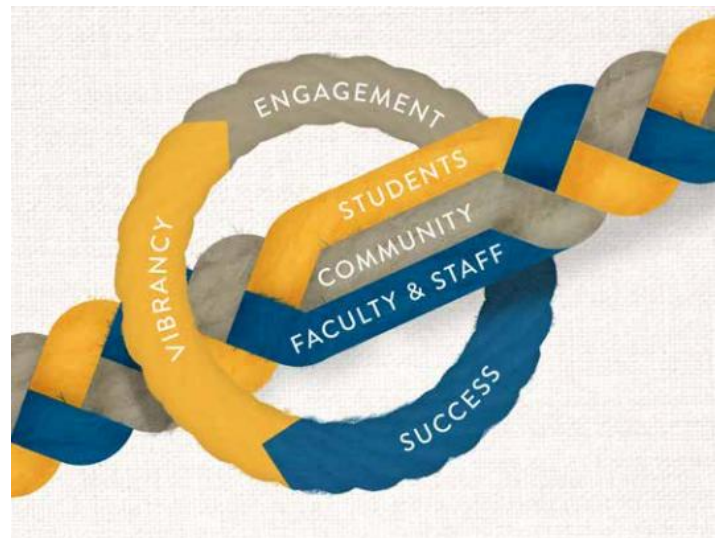
Mamaawii-atooshke aakihkiwiin means "together working and growing" in the Michif language. Brandon University is proud to be located in the homeland of the Red River Métis and honoured to have been gifted this name for our Strategic Plan, which reflects the partnership and community action that is woven throughout.

Challenges We Face:

- Relevance
- Pandemic Recovery
- Sustainability

Opportunities We Choose:

- Indigeneity
- Mental Wellness
- Equity, Diversity & Inclusion





Native Studies Highlights

Native Studies at Brandon University is rooted in the knowledge, histories, and lived experiences of First Nations, Métis, and Inuit Peoples across the region. The department is an Indigenous-centered academic home where students learn through Indigenous worldviews, community connection, and relational approaches to teaching and learning. Guided by values of relationship, respect, responsibility, and reciprocity, our faculty work closely with students and local communities to advance understanding of Indigenous perspectives in both historical and contemporary contexts.

Indigenous Course Requirement

Native Studies plays a central role across the university through BU's Indigenous course requirement, which ensures that every undergraduate student completes at least one Indigenous-focused course. As a result, our faculty teach students from every discipline, expanding campus-wide understanding of Indigenous histories, cultures, and

contemporary realities.

PENT Indigenous Teacher Education Program

The department also maintains a growing partnership with the PENT Indigenous Teacher Education Program. Many PENT students major in Native Studies, and faculty contribute to Indigenous-aligned curriculum, land-based learning, and culturally grounded approaches to teacher preparation. This collaboration supports the development of future educators who are firmly connected to community, identity, and Indigenous pedagogy.

Looking to the Future

The program is in an exciting period of renewal, with faculty redesigning curriculum, strengthening Indigenous-designed course streams, and expanding opportunities for experiential and land-based learning. Graduates pursue careers in education, health, social services, government, law, community development, public policy, and cultural work, often returning to support their home communities or continuing Indigenous-centered work across Manitoba and beyond.

Our First Nations Studies Community

The Department of Native Studies at Brandon University is part of a vibrant community of students, scholars, researchers, and educators dedicated to fostering a deep understanding of Indigenous histories, cultures, and philosophies. This small but impactful team is comprised of leaders who provide transformative experiences for students, engage in interdisciplinary scholarship and community collaboration, and advance academic excellence and cultural competency. With a shared focus on supporting Indigenous knowledge systems and sovereign rights, the team works collaboratively to teach and research topics that resonate with contemporary issues faced by Indigenous communities. New faculty members will have the unique opportunity to co-create new courses and curriculum within an environment that embodies a commitment to preserving Indigenous knowledges and exploring ways to decolonize.



Dr. Velvet Maud
Associate Professor, Chair

Her research, including the 2022 work *Health of the Prairie Métis 1900-1960*, focuses on how colonialism and government policies created cycles of poverty and poor health among the Métis. She was also involved in the creation of the BU Métis Centre.

Dr. Lorraine Mayer
Professor

A Métis scholar with a PhD in Philosophy from the University of Oregon, where she completed a dissertation on Cree Philosophy. Dr. Mayer's research primarily involves the philosophical analysis of human perceptions and cross-cultural interactions.



Position Profile

Native Studies is a small, high-engagement department that is strongly student-focused and rooted in relationship-building. Faculty roles here call for individuals who are energized by working in a close community, who value collaboration, and who are committed to supporting Indigenous students in holistic ways. The department welcomes applicants with breadth as well as distinctive areas of specialization. Areas of interest include, but are not limited to, Indigenous environmental issues, Indigenous feminism, Métis history and politics, Indigenous health, justice, land-based learning, language on the land, contemporary Indigenous governance, and creative or land-based practice. Curriculum renewal is under way, and there is significant opportunity to design new courses and influence the future structure and growth of the discipline.

This is a pivotal time for the Department of Native Studies, and we are seeking candidates with strong teaching ability, knowledge of Indigenous-rooted pedagogy, commitment to community engagement, and faculty members who crave the connectedness and relationships that are a hallmark of Brandon University's context.

Key areas of responsibility:

Teaching and Student Support: Teaching across the

undergraduate program and create learning experiences that reflect Indigenous worldviews, community priorities, and contemporary issues. Supporting students through relational, culturally grounded approaches that recognize their diverse needs and help them thrive academically and personally.

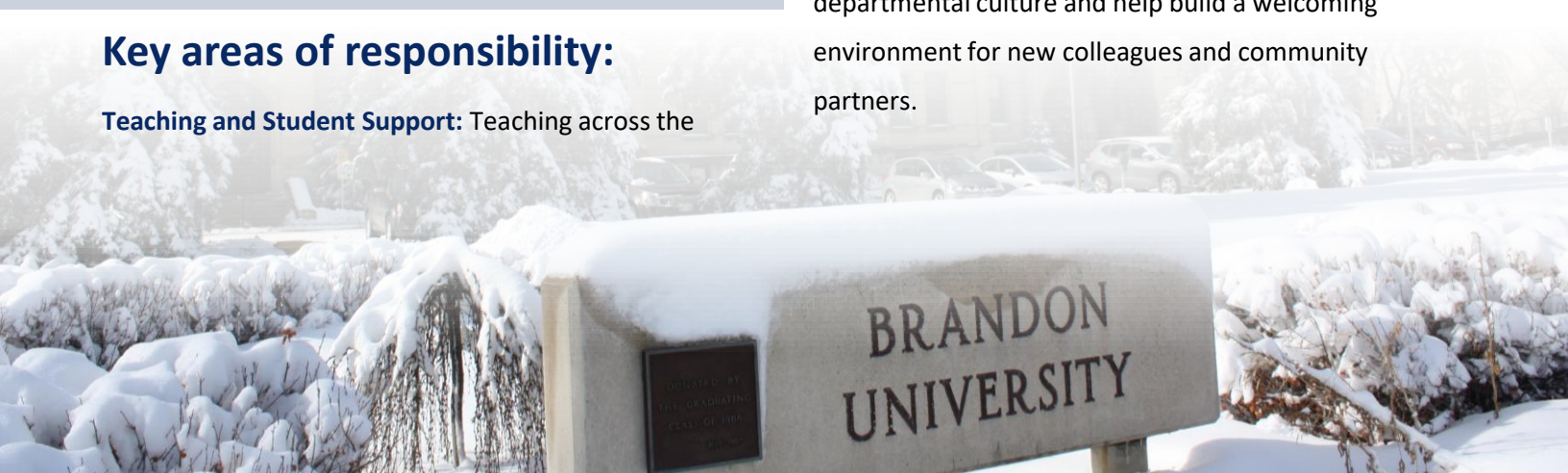
Curriculum Development and Program Renewal:

Contributing to the department's ongoing curriculum renewal by designing new Indigenous-centered courses and strengthening the coherence of the program. Shaping the future direction of Native Studies at BU and reinforcing the discipline's academic foundation.

Community Engagement and Indigenous Partnerships:

Building and sustaining meaningful relationships with local Nations, Elders, Indigenous organizations, and community partners. Supporting land-based and community-embedded learning while expanding the department's presence and impact in Brandon and beyond.

Service and Collegial Contribution: Participating in departmental and university service in balanced and sustainable ways that support Indigenous faculty. Contributing to a collaborative, student-first departmental culture and help build a welcoming environment for new colleagues and community partners.





Candidate Profile

As the ideal candidate, you are an Indigenous scholar who brings energy, curiosity, and a deep commitment to student-centered, relational teaching. You are grounded in Indigenous knowledge systems and community-informed ways of knowing, and you are motivated to help shape a revitalized Native Studies program built on Indigenous intellectual traditions. You thrive in a small, close community where collaboration, humility, and care are core to the work. You are eager to design contemporary, engaging courses, support students with compassion and clarity, and build relationships with local Nations, Elders, and community partners. You bring a strong work ethic, a readiness to contribute to a department in renewal, and a desire to help strengthen Indigenous presence across Brandon University.

Qualifications and Education

- Self-identify as Indigenous (First Nations, Métis, Inuit) and demonstrate connection to community.
- Hold, or be near completion of, a PhD in Indigenous or Native Studies or a related discipline with a significant record of Indigenous-centered scholarship. Master's-prepared Indigenous scholars with robust traditional knowledge and community-embedded expertise are encouraged to apply.
- Demonstrate strong teaching effectiveness and comfort with student-centered, relational pedagogy.
- Bring experience or interest in land-based, community-based, or Indigenous pedagogical approaches.
- Demonstrate the ability to work collaboratively in a small department and contribute to a positive, student-first culture.
- Show evidence of knowledge creation through research or community scholarship grounded in Indigenous contexts.



Competencies

Native Studies Academic: You are a scholar who grounds your work in Indigenous knowledge systems and intellectual traditions, ensuring that your teaching and research advances an Indigenous-centered discipline.



You bring a strong background in teaching, scholarship, or a meaningful research record rooted in Indigenous or Native Studies.



You center Indigenous worldviews, histories, and priorities in your teaching and curricular choices.



You apply Indigenous pedagogies, including land-based and relational approaches that reflect community values.



You build reciprocal relationships with local Indigenous communities, Elders, and knowledge keepers.



You identify and address colonial assumptions in curriculum and academic processes.



You reinforce Indigenous-led curriculum design and help strengthen the discipline's academic identity.



Competencies

Student-Centered Educator: You create a responsive, caring learning environment that balances relational teaching with healthy professional boundaries.



You offer consistent mentorship and support, recognizing student needs within and beyond the classroom.



You maintain clear boundaries while fostering trust through relational, culturally grounded teaching.



You teach required and elective courses with presence, empathy, and strong facilitation skills.



You support students facing challenging life circumstances with sensitivity and appropriate guidance.



You design learning experiences that reflect Indigenous realities and encourage engaged participation.



You model respectful, direct communication and help create a positive classroom culture.



Competencies

Collaborative Culture-building: You strengthen departmental culture through teamwork, constructive communication, and a commitment to shared goals during a period of renewal.



You participate actively in curriculum development and departmental activities.



You help foster trust, connection, and stability within a small team navigating transition.



You demonstrate a strong work ethic by proactively contributing to collective priorities.



You communicate clearly and approach conflict with openness and solutions in mind.



You support a student-first departmental identity through consistent values-based behavior.



You work collaboratively across campus while maintaining the integrity of Native Studies.



Competencies

Curriculum Innovation and Department Growth: You lead collaboratively with integrity and strategically align your decisions while applying novel solutions to make improvements.



You can design courses grounded in Indigenous knowledge and relevant to current community issues.



You contribute both breadth and distinct specialization to strengthen course offerings.



You support ongoing curriculum renewal and help shape a coherent program structure.



You incorporate experiential, land-based, or hybrid approaches to broaden student learning.



You reduce unnecessary cross-listing by strengthening discipline-specific course options.



You ensure curriculum aligns with university commitments to Indigenization and reconciliation.



Competencies

Community, Service, and Institutional Contribution: You build meaningful community relationships and contribute to institutional life while maintaining a sustainable approach to service.



You develop and maintain relationships with Indigenous organizations, local Nations, and community partners.



You participate in cultural, land-based, or community activities that enrich learning and connection.



You engage with PENT through teaching, mentorship, or supporting Indigenous pedagogy.



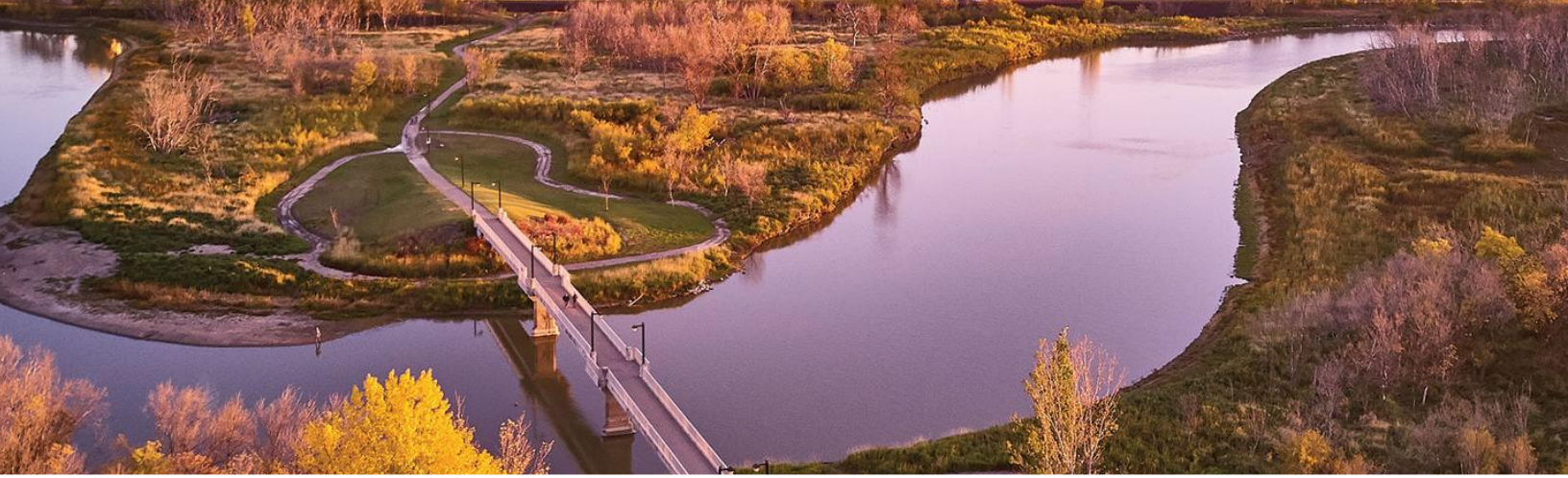
You manage service commitments with clarity and help address inequitable workloads.



You contribute to onboarding and integration efforts that support new colleagues and strengthen community.



You take part in relationship-based work that enhances the university's community presence.



Living in Brandon

Brandon, Manitoba's second-largest city, offers a blend of urban amenities and small-town charm, making it a welcoming place to live and work. Located on Treaty 2 territory, the traditional homelands of the Dakota, Anishanabek, Oji-Cree, Cree, and Métis peoples, Brandon celebrates its diverse cultural heritage and strong community spirit.

Home to over 50,000 residents, Brandon serves as a regional hub for education, healthcare, commerce, and culture. Its location—two hours west of Winnipeg and an hour from the U.S. border—provides easy access to larger markets while maintaining a peaceful pace of life. The city features a vibrant arts scene with music festivals, art exhibits, and theatrical performances. The Keystone Centre hosts concerts, sports, and events like the Royal Manitoba Winter Fair, while downtown Brandon offers historic architecture, local shops, and cafes.

Outdoor enthusiasts enjoy Brandon's proximity to the Assiniboine River Valley, with trails, parks, and green spaces for hiking, cycling, and birdwatching. Nearby, Riding Mountain National Park and the International Peace Garden offer opportunities for camping, boating, and wildlife viewing. Brandon also supports active lifestyles with its extensive local parks and recreation facilities.

Families benefit from excellent education options, including French immersion and International Baccalaureate programs, as well as Brandon University and Assiniboine Community College. Comprehensive healthcare services and a safe, affordable housing market enhance the city's appeal for residents of all ages.

With its strong economy rooted in agriculture, manufacturing, and retail, Brandon offers career opportunities alongside short commutes and a high quality of life. Whether enjoying its cultural events, recreational amenities, or community connections, Brandon provides a vibrant and fulfilling environment for individuals and families alike. Learn more at [Brandon Tourism](#).



Indigenous Community in Brandon

Brandon is home to a vibrant and growing Indigenous community, with strong representation from First Nations, Métis, and Inuit Peoples who contribute to the cultural, social, and educational life of the city. As a smaller center with a connected community, Brandon offers an environment where Indigenous scholars and their families can build meaningful connections, participate in local cultural life, and engage with community partners who are committed to supporting Indigenous success. The city's size, sense of familiarity, and strong community networks create a welcoming and accessible environment that aligns closely with Indigenous values of relationship, reciprocity, and belonging.

A Strong and Connected Indigenous Community

The diverse Indigenous population of Brandon has deep historical and contemporary roots across the region. Indigenous presence is woven throughout the city and the university community, with opportunities to connect through cultural events, gatherings, educational programs, and advocacy work. Community members regularly come together for ceremonies, cultural celebrations, artistic events, and activities that honour the distinctiveness and resilience of Indigenous cultures in Manitoba.

Cultural and Community Resources

Indigenous Cultural Events: Brandon offers a range of local Indigenous-led cultural events throughout the year. These include annual Pow Wows, Orange Shirt Day gatherings, community feasts, and cultural celebrations

hosted by Indigenous organizations across the city. Many events take place through local First Nations and Métis community offices located in Brandon, as well as through Indigenous initiatives at Brandon University.

Community Hubs: Brandon is home to several Indigenous community organizations that provide cultural programming, social supports, and spaces for connection. The Brandon Friendship Centre operates multiple community sites offering youth programs, cultural events, wellness supports, and opportunities for involvement. The Manitoba Métis Federation maintains an active presence in the city, supporting Métis cultural identity and community life. Local First Nations maintain offices in Brandon that provide services, cultural programming, and community connections.

Indigenous Health and Wellness Services: Culturally grounded health services are accessible through regional Indigenous health providers and community-focused programs. These services integrate traditional approaches, community knowledge, and holistic wellness perspectives to support individuals and families.

Education and Youth Supports: Families will find a supportive environment for Indigenous youth across local schools and community programs. Brandon School Division collaborates with Indigenous organizations and Elders to support cultural identity and learning. Through Brandon University, Indigenous students benefit from the Indigenous Peoples Centre, mentorship programs, cultural activities, and supportive spaces designed to nurture belonging and success.



Brandon is a welcoming prairie city with a strong sense of community, offering arts, culture, outdoor recreation, and a slower pace of life that supports balance and connection.

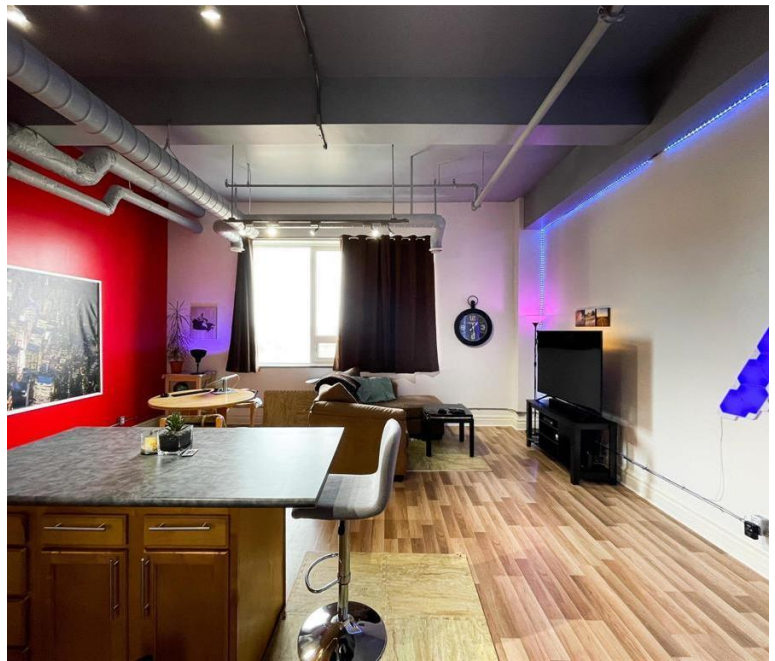
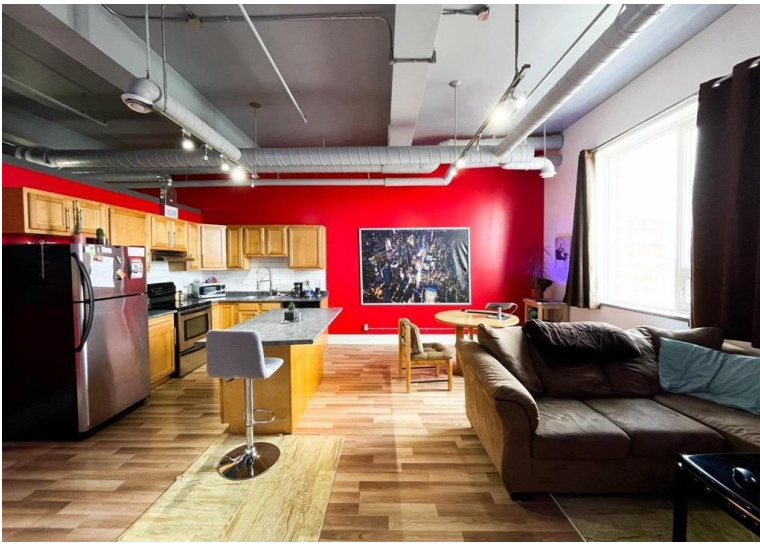


Brandon's cultural life is shaped by deep Indigenous roots, with community relationships extending across the region and connections to the lands and Nations that have cared for this territory for thousands of years.

Brandon brings together the benefits of a smaller city with close proximity to natural spaces, parks, and land-based learning opportunities.



Photo Credit: Brandon Sun



Brandon \$97,000 CAD

757 square feet

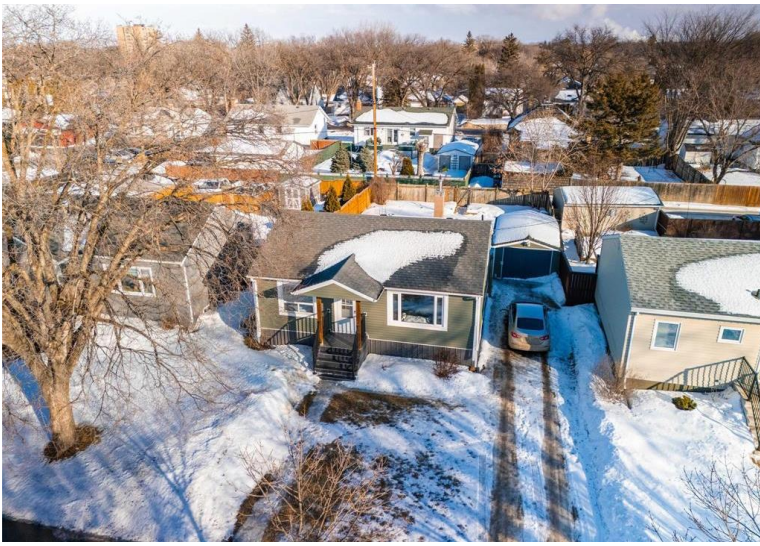
1 Bedroom, 1 Bathroom

Industrial loft-style condo in the heart of downtown Brandon.

Location: Steps from the University, includes storage space and parking. Historic building close to nightlife, public transportation, shops and restaurants.

Listed January 2026





Brandon

\$289,900 CAD

828 square feet

3 Bedroom, 2 Bathroom

Bungalow with garage and finished basement in walking distance to the University.

Location: Conveniently located near shopping, groceries, restaurants and schools, including Brandon University. Walking distance to work, gym, etc. You can be anywhere in 5 minutes.

Listed January 2026





Brandon

\$549,900 CAD

1250 square feet

3 Bedrooms, 3 Bathrooms

Updated home on 1.5 acres in with fruit trees and forest. 24 x 30 oversized garage for storage or workshop.

Location: Oak Bluff area, just a short walk to the University, within easy walking distance of restaurants, theatres, and culture.

Listed January 2026



Becoming a Candidate

Should you decide to move forward in the recruitment process, it is important that you consider the expectations and potential issues outlined below.

Interview with KBRS

As we receive the applications of interested candidates, we compare them against the key selection criteria set by the Search Committee. We then arrange to speak with those candidates whose experience and qualifications are closest to the ideal candidate profile.

In our initial interview with you, we will seek to understand more about your background, qualifications, experience, and interest in the position. As you move forward in the search process, to ensure you are seriously interested in the position, we will ask you to consider:

- **Terms of an appointment** including compensation and benefits.
- **Relocation** including housing, schools, relocation assistance and other matters of importance to you. If a physical move will be unacceptable to you, please determine that at this stage.
- **Alignment** of this role and organization to your personal objectives and preferences. If you have questions that you would need to have answered before deciding to pursue this role, please let us know and we will attempt to arrange a conversation between you and our client so you can make a well-informed decision.
- If you are an **international candidate or foreign worker**, in addition to applying for this position, you may want to explore the Government of Canada's website to learn more about Working in Canada.

Considering all this information will help you make an informed decision about whether you are seriously interested in this position. After considering these factors, in fairness to everyone concerned, please do not proceed further with this process if you are unlikely to accept the position if it is offered to you. We will ask our client to extend the same courtesy to you.

Search Committee Interviews

The Search Committee will consider all candidates and invite a small group to move forward. Typically, this next step is an interview with the Search Committee and a KBRS partner. If there is a desire to move forward with your candidacy after the initial interview, you will be invited for further conversations with the Search Committee. These conversations will allow you to learn more about Brandon University. The Committee commits to respecting the confidentiality of your interest throughout this process.

Shortly after these conversations, if both you and the Search Committee wish to proceed, we will work with you and Brandon University to create mutually acceptable terms of employment subject to the Committee's satisfaction with background and reference checks.

Resume Accuracy/Background Checks

If you progress to the search committee interview stage, you will be asked to provide information to allow us to conduct a thorough background check including reference checks and verification of your education, designations, and awards. Should you decide not to allow verification of your background, credit or criminal history, our client will be informed, and they will decide how to proceed with your candidacy.

Reference Checks

Reference conversations will take place should you advance past the initial Search Committee interview. You will be asked to provide references who represent 360-degree working relationships you have had for the past several years, whether supervisors, peers, or subordinates, as determined by the search committee. KBRs's policy is to present to our client a minimum of four to six references before an offer is made.

Privacy and Confidentiality

KBRs respects the privacy and confidentiality of personal information provided by candidates for our search assignments. The above information will be in accordance with the Personal Information Protection and Electronic Documents legislation. A copy of our Privacy Policy is available for your review on our website at <https://www.kbrs.ca/privacy-policy>.

Offer Etiquette

We ask that you honour two standards of professionalism if you choose to become a candidate in this process:

- If an offer is extended to you, you commit to holding the details in confidence (with the exception of discussing it with members of your immediate family) and agree that you will not

discuss the offer with your present employer.

- If you say you will accept the offer our client can count on your word, otherwise please withdraw as a candidate. We want our client to avoid the substantial loss of time and opportunity cost that would accompany a reversal of your decision, as you would want to avoid handing in your resignation and then having our client cancel your offer.

Experiencing feelings of self-doubt when making a career change are common and should be prepared for. If either of these standards of professionalism are unacceptable, please let us know before becoming a candidate.

Brandon University is committed to employment equity and diversity and encourages applications from all qualified candidates, including women; people of any sexual orientation, gender identity, or gender expression; Indigenous peoples; visible minorities/racialized people; and people with disabilities.

We will provide support and accommodations to applicants with disabilities, upon request. If you need accommodation in order to participate as a candidate in the recruitment process, please contact accommodate@kbrs.ca or communicate your needs to the recruitment professional named in the job description.

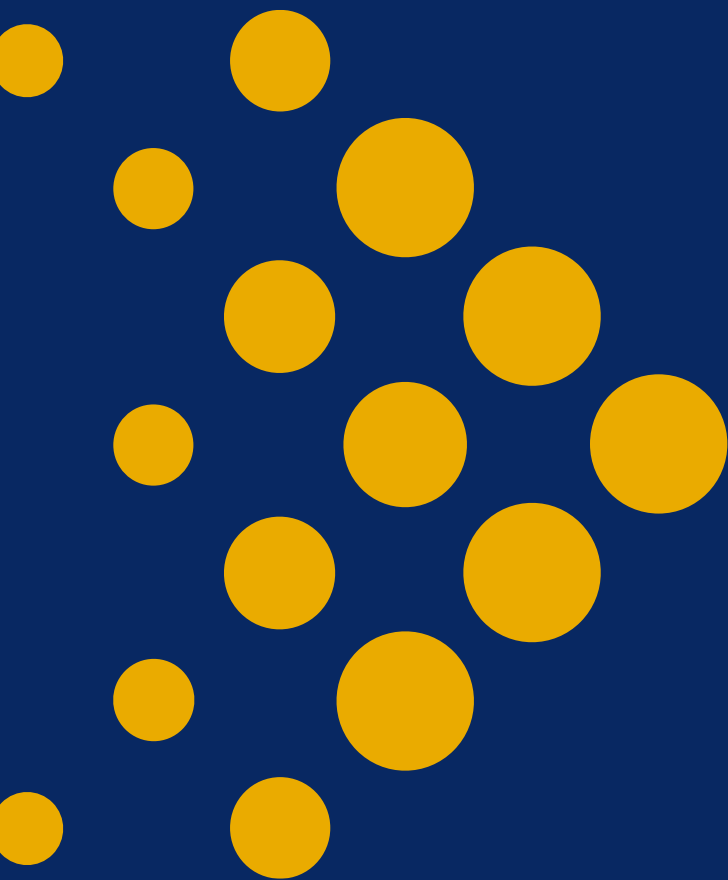
Contact Us in Confidence



Dr. Jennie Massey
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Debra Clinton
Senior Executive Recruiter
dclinton@kbrs.ca



Thank you for your interest in this position. We will do our best to keep you informed throughout the search process.