



*Adjacent to Victoria on southern Vancouver Island, Sooke School District is the fastest growing school district on Vancouver Island and one of the fastest growing districts in British Columbia. With a commitment to transformational growth and operational excellence, our vibrant workplace culture reflects the dynamic communities where we live, work, and play. SD62 serves five municipalities: Langford, Colwood, Metchosin, Sooke and the Highlands and is on the traditional territories of the T'Sou-ke Nation, SĆÍÁNEW (Beecher Bay) Nation, and the Nuw-chah-nulth: Paaʔčiidʔath (Pacheedaht) Nation. Some of our schools are located on the traditional territory of the MÁLEXEL (Malahat) Nation, and the Ləkʷəŋən peoples of Songhees and Esquimalt Nations. The district is a major employer in our region, with over 2,300 educators and support staff serving more than 14,000 students. The Board of Education has developed a future-oriented Strategic Plan that focuses on three priority areas: Learning, Engagement, and Growth.*

## Associate Superintendent

(Effective Target Date: January 1, 2026)

The Associate Superintendent is a key leadership position that works in partnership with a Deputy Superintendent and one other Associate Superintendent, the Secretary Treasurer, and Executive Director, Human Resources to form the District's Executive Committee. Working under the direction of the Superintendent, the Associate Superintendent is responsible for leading schools, programs, services and initiatives across the District (K-12). The Associate Superintendent also works as part of a team to support the District's Strategic and Operational Plan. The Associate Superintendent will provide leadership in accordance with the BC School Superintendents' Association Leadership Competencies: leadership and district culture; policy and governance; communications and community relations; organizational management; curriculum planning and development; and instructional management.

As an ideal candidate, you:

- Strive for **Personal Excellence**
- Think **Critically** and **Creatively**
- Build **Relationships**
- Practice a **Growth Mindset**
- Effectively **Communicate** and **Collaborate**
- Foster **Interconnectedness**
- Model **Leadership Excellence**
- Use a **Systems Thinking** Approach
- Cultivate **Community**
- Encourage **Employee Growth**
- Provide a **Strategic Focus**

And have the required education and experience noted below:

- Masters' degree in educational leadership or related field.
- Bachelors' degree in education.
- Valid BC teaching certificate or eligibility with the BC Teacher Regulation Branch.
- A minimum of five years of recent and successful experience in a leadership position as a school based and/or district-based principal and/or district-level educational role.
- Experience fostering inclusive education including incorporating Indigenous education into learning activities for all students.
- Experience teaching and leading in a unionized public-school setting using the BC curriculum preferred.
- Experience supporting the governance work of the Board of Education.

The salary range for this full-time position is \$180,617 to \$200,685 per annum. Initial placement within the range is based on related education and experience. Sooke School District offers a competitive benefits package and pension plan.

Please submit a cover letter and a resume including references, on the [Make a Future](#) website. If you require assistance, please see [How to Apply](#) for detailed instructions. The deadline for submissions is **12:00 pm on October 20, 2025**.

*We thank all those that apply; however, only candidates selected for further consideration will be contacted.*

School District No. 62 (Sooke) is an equal opportunity employer. We are committed to diversity, equity and inclusion in a workplace that is free of discrimination and harassment. Our educational environments are welcoming and safe. Our staff and students value and appreciate our differences.