



Elementary Teachers' Federation of Ontario (ETFO)

Fédération des enseignantes et des enseignants
de l'élémentaire de l'Ontario (FEEO)

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ELEMENTARY TEACHERS' FEDERATION OF ONTARIO

INVITES APPLICATIONS FOR THE POSITION OF

DEPUTY GENERAL SECRETARY

The Deputy General Secretary is a senior administrative officer who will assist the General Secretary in administering the programs and services of the Federation.

The successful candidate will meet many of the following criteria:

- Five or more years in a senior leadership role, ideally in an environment related to public education such as federations, associations, unions, or other non-profit public sector organizations
- Advanced knowledge in the areas of human resources, strategic planning, program development and implementation
- Experience in the development and administration of organizational budgets
- Exceptional oral and written communication skills
- Demonstration of a strong commitment to and a high-level understanding of the principles of social justice and equity
- Extensive knowledge of and experience in collective bargaining, including the development and negotiation of collective agreements and the administration of grievances and arbitrations
- Demonstrated practical knowledge of the governance and operation of a provincial teachers' federation, its locals, and its position within the union movement
- A strong understanding of the role of teachers' federations within the broader labour movement and a demonstrated commitment to union and labour values
- A commitment to maintaining high-quality publicly funded public education

The Deputy General Secretary will be recognized as a strong and progressive advocate for teachers and education workers. Possessing an excellent understanding of education sector collective bargaining, legislative trends, policies, and laws governing education in Ontario, the successful candidate will be a resourceful individual who thinks strategically and makes sound decisions under pressure.

The capacity to engage in flexible problem-solving, manage change or complex situations and encourage and mentor staff to build professional capacity in an environment of trust and mutual respect will be key to ensuring superior programs and services for Federation members. The successful candidate will be decisive and demonstrate integrity and strong personal ethics in response to the Executive and the needs of members.

Role responsibilities will include, but not be limited to, the supervision and administration of Federation programs, services, budgets, personnel, and other duties as assigned by the General Secretary.

Candidates are required to submit a letter of application for the position and a resume. Candidates who are interviewed will be asked to provide references at a later date.

To apply, please click on this [LINK](#). Applications must be received by midnight, Friday, June 26, 2026, quoting posting #202526-21.

ETFO is an equal-opportunity employer. As such, it encourages groups who have been historically disadvantaged with respect to employment to apply for positions in the Federation. Individuals are encouraged to self-identify.

ETFO is committed to a selection process and work environment that is inclusive and barrier-free. We strive to meet the accommodation needs of persons with disabilities and accommodation will be provided in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA). Applicants need to make any accommodation requests for the interview or selection process known in advance by contacting the Human Resources Department at 416-962-3836 or etfohr@etfo.org.