



## **Principal and Vice-Principal Pool**

### **Job Code**

4010984

### **Brant Haldimand Norfolk Catholic District School Board**

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#### **Elementary Principal**

#### **Elementary & Secondary Vice-Principal Pool**

#### **Brant, Haldimand, and Norfolk Regions**

**Effective: Fall 2026**

**The Brant Haldimand Norfolk Catholic District School Board is seeking applicants that are committed to the Catholic faith, community, and culture. Ideal applicants will build relationships and develop people and lead instructional programming by setting high expectations and monitoring effectiveness of instruction.**

Our Principals and Vice-Principals must have a commitment to the ideals of Catholic Education ; a collaborative leadership style; exemplary written and oral communication skills; strong interpersonal skills; and a sound knowledge of and experience with the Ontario Curriculum.

Principals and Vice-Principals will set direction by building a shared vision which is aligned with the Boards multi-year strategic plan; developing their organization through collaborative cultures; and, securing accountability to parents, students, the community, and the Board.

The Brant Haldimand Norfolk Catholic District School Board will review applications for candidates to be placed in a pool for both Principal and Vice-Principal positions.

The pool will be maintained for both Elementary and Secondary Principal and Vice-Principal positions, which may become vacant at any time. Successful candidates will remain in the pool for a period of two (2) years upon date of appointment to the pool. The Board will assign candidates from the pool to vacant Principal and Vice-Principal positions, giving consideration to the school community.

**Applications must include:**

- Cover letter;
- Resume; and
- A completed Application Package which can be found on the Board website [here](#).

An information session will be held via Teams on **Wednesday March 4, 2026, at 4:00 pm** to assist candidates with understanding the application requirements and process. If you are interested in attending this session, please contact [directoroffice@bhncdsb.ca](mailto:directoroffice@bhncdsb.ca) to register.

**About Us:**

The Brant Haldimand Norfolk Catholic District School Board offers a Christ-centered education to over 13,000 students from Brant, Haldimand, and Norfolk counties, the City of Brantford, Six Nations of the Grand River and Mississaugas of the Credit First Nation. The district has approximately 2,100 full and part-time staff committed to supporting Belonging, Teaching and Learning, and Wellness for all. We currently have 28 elementary schools, 3 secondary schools and a multisite Alternative Education school, and 3 administrative offices. We are unique in that we belong to three Dioceses: Hamilton, London, and St. Catharines. We are located within a one-hour radius of Toronto to the east, London to the west, and Kitchener-Waterloo to the north.

As a Catholic community, we work with families and community agencies to provide the best learning environments to ensure that all learners reach their full potential and feel safe and included.

**Equity, Diversity and Inclusion Statement**

The Brant Haldimand Norfolk Catholic District School Board believes in giving each and every applicant an equal opportunity to succeed on their own merit and we strive to hire staff that reflect and support the diverse perspectives, experiences and needs of our students and our communities. We remain committed to upholding our Catholic values of equity and inclusion in our living, learning and work environments. Therefore, in pursuit of our values, we seek members who will work respectfully and constructively with differences and across the district in actualizing the Boards Multi-Year Strategic Plan. We actively encourage applications from individuals from all groups and specifically those groups that may experience systemic barriers. We value and respect the contributions that each person brings to enriching the Board and are committed to ensuring full and equal participation for all in the communities that we serve.

**Accessibility and Accommodation Statement**

We also recognize our duty to accommodate and to foster a culture of inclusion. Consistent with our Catholic social teachings and virtues, we will make any appropriate accommodation based on any of the protected grounds in the Human Rights Code to support candidate participation in the hiring process. When contacted, candidates will be provided with an overview of the various elements of the hiring process. If you require accommodation for reasons of disability in the application or interview process, please email your request to [resumes@bhncdsb.ca](mailto:resumes@bhncdsb.ca) in advance of any part of the process. All information received relating to a candidates required accommodation will be addressed confidentially by Human Resource Services.

We thank all applicants for their interest, however, only those considered for an interview will be contacted.

Carol Luciani  
Chair of the Board

Michael McDonald  
Director of Education & Secretary

BRANT HALDIMAND NORFOLK CATHOLIC DISTRICT SCHOOL BOARD

Excellence in Learning ~ Living in Christ

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