



**Provost and Vice-President Academic
Brock University
Niagara Region, Ontario**

Brock University is seeking a visionary and strategic academic leader to take on a unique opportunity as Provost to help build a long-term legacy at this engaged and vibrant institution.

The Organization

Brock University was established in 1964 and is located on the traditional lands of the Haudenosaunee and Anishinaabe peoples on territory covered by the Upper Canada Treaties and protected by the Dish with One Spoon Wampum Agreement. Brock serves its community as a cultural, academic and recreational centre, bringing excellent facilities to the region and serving the needs of local communities in Niagara and Burlington. The University is committed to building a community that serves both Brock students and their neighbours in the region. With a student population of over 18,000, approximately 1,500 permanent employees, and a network of over 100,000 accomplished alumni, Brock has earned a reputation as a modern and innovative comprehensive institution.

In January, Brock was [named the third best employer in Canada by Forbes](#) through an independent survey of more than 40,000 Canadian employees working for companies with more than 500 employees.

The Role

Reporting to the President and Vice-Chancellor, the Provost and Vice-President Academic is the chief academic officer of Brock University and provides leadership for all academic programs and initiatives at the institution. They are responsible for overseeing the university's budget, academic policies, procedures and strategic academic planning. The incumbent works collaboratively with faculty, staff, and administrators to ensure the delivery of high-quality education, promote academic excellence, and foster a positive and inclusive learning environment. They play a key role in the development and implementation of the University's next strategic plan and will create the next academic plan. As a member of the University's Senior Executive Team, they collaborate with peers to drive the academic mission of the institution, while ensuring long-term sustainability, responsible management of budgets, community engagement, and institutional reputation.

Key areas of oversight and responsibility are:

- **Strategic Leadership and Governance** – Provides visionary and innovative leadership while ensuring alignment with Brock's mission, goals, and strategic priorities and fostering a diverse and inclusive academic community.
- **Academic Stewardship** – Models healthy and positive academic culture of excellence in research and teaching and oversees the development, evaluation, and enhancement of academic programs, ensuring their relevance and alignment with provincial standards and accreditation requirements.

- **Networking and Partnerships** – Establishes and maintains productive internal and external relationships and communications and represents Brock to relevant committees, consortia, associations, and partnerships, and works collaboratively with provincial and federal government.
- **Financial and Operational Administration** – Oversees the efficient and effective use of financial and human resources within their portfolio, including budgeting, recruitment and retention of exceptional faculty and staff, policy development and review, and issues management.
- **Quality Assurance and Compliance** – Develops and maintains academic policies, ensuring compliance with relevant legislation, regulations, and accreditation standards, and promoting academic integrity, ethical conduct, and responsible research practices.

The Ideal Candidate

As the ideal candidate, you are an experienced and visionary academic leader with strategic thinking and collaborative skills, and a commitment to diversity and inclusion. Your expertise in program development, quality assurance, and resource and financial management, coupled with your commitment to academic integrity and responsible research practices, position you as an inspiring leader who can effectively shape the university's academic direction and enhance its reputation. You have a strong background in research and teaching, and a proven track record of successfully managing academic programs and their budgets, promoting excellence, and fostering an inclusive and vibrant learning environment. You have demonstrated success in managing change, building effective policies and procedures, and making transparent and sound decisions that align with institutional culture and values. You use your excellent communication and interpersonal skills to build trusting relationships, resolve conflicts, and engage with all constituents.

Qualifications and Experience:

While the Search Committee recognizes that no one candidate is likely to meet all qualifications in equal measure, those listed below are desirable and will be used to compare candidates.

- A doctoral or terminal degree in a relevant field or equivalent.
- Extensive experience in academic leadership roles, preferably at the dean level and/or provost, vice-president, or associate vice-president level.
- Commitment to Indigenization and decolonization.
- Commitment to diversity, equity, and inclusion in all aspects of academic life, demonstrated in actions and decisions you have taken.
- Demonstrated success developing and executing on a vision and strategic plan.
- Demonstrated experience in academic planning, program development, and quality assurance.



- Strong knowledge of higher education governance and how to lead in a bicameral environment.
- Experience developing and reviewing institutional policies, procedures, practices, and processes.
- Strong knowledge of current trends and best practices in higher education and familiarity with accreditation standards and the academic cyclical review process.
- Success in fostering positive relationships and partnerships with university departments, unions, associations, and among faculty, staff, and students.
- Demonstrated skill and transparency in strategic financial management and long-term resource planning, including multi-million-dollar budgets.

You are someone with:

- An authentic, collaborative, and consultative leadership style.
- The ability to collectively inspire and motivate large groups of people with authenticity and integrity.
- Capacity to face challenges and to exercise integrity, flexibility, and wisdom.
- The ability to work collegially and effectively within a unionized environment, building trusting relationships both internally and externally.
- Courage, with the ability to make difficult decisions in the best interests of the university.
- Exceptional communication skills, able to effectively explain decisions and bring clarity to complex issues.
- A commitment to well-being, with a strong ability to establish and model appropriate boundaries.

The search committee will begin reviewing applications on March 18, 2024.

Aligned with the priorities of Brock's Strategic Plan, and with the intent to increase the representation of underrepresented groups in leadership positions at Brock, the Search Committee strongly encourages applications of candidates who self-identify in one or more of the following groups: Indigenous persons, racialized persons, persons with disabilities, and persons of a minority sexual orientation or gender identity. All qualified candidates are welcome to apply.

We will provide support and accommodation to applicants with disabilities, upon request. If you need accommodation to equitably 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.



If you are interested in this opportunity, contact Debra Clinton at dclinton@kbrs.ca, Kyle Steele at ksteele@kbrs.ca or Dr. Jennie Massey at jmassey@kbrs.ca or submit your full application package online at: kbrs.ca/career/17683