



Loyalist College

Vice President, Human Resources

Loyalist College is built upon the lands governed by the Dish with One Spoon wampum agreement. We affirm and thank the Haudenosaunee, Anishinaabeg, and Huron-Wendat nations for their continued caretaking of the land.

About Loyalist College

Loyalist empowers its students with wraparound support services and hands-on training to succeed on any path that they choose. Its academic programs are responsive and innovative, and are designed to solve pressing social and economic challenges while meeting the needs of industry and community partners. Graduates enter the workforce equipped with the knowledge they need to be better global citizens, and with future-focused skills to lead change in their fields. With a presence in Belleville, Bancroft, Port Hope, Tyendinaga, and Toronto, the institutional responsibility of the College extends beyond the classroom; it's also about seeing the big picture, and directly contributing to the communities that it serves. To that end, Loyalist's expertise in applied research and deep connections to local industry supports economic development, thereby benefitting businesses, entrepreneurs, changemakers, innovators, and the wider community. The College's commitment to decolonization and the pursuit of a more inclusive, equitable world means that they hold themselves accountable to the diverse perspectives, cultures, and experiences that shape the organization.

The Opportunity

Loyalist is currently accepting applications and nominations for the position of ***Vice President, Human Resources (VPHR)***, a position that has an indelible impact on the day-to-day operations and long-term success of the institution. This role plays a significant part in shaping the employee life cycle and enhancing the overall employee experience at the College.

Reporting to the President and Chief Executive Officer, the Vice President, Human Resources assumes a key position within the College's leadership team. The incoming leader helps to foster a highly engaged and performance-oriented workforce, all while contributing to the College's academic and institutional strategies. They serve as a trusted partner in the development and implementation of both long- and short-

range strategies, collaborate on cross-functional initiatives and partnerships, and make decisions on a wide range of issues including matters impacting resource management. Finally, and within the context of a unionized environment, they develop, recommend, and implement policies for all HR operations, oversee workforce adjustments, and ensure compliance with employment legislation. As someone leading an office that interfaces with all aspects of the College, they will drive efforts to harmonize systems, processes, and services in alignment with strategic and operational objectives.

Qualifications

Among the qualifications being sought in candidates, the incoming leader must have a deep and abiding commitment to advancing reconciliation, equity, diversity, and inclusion in all its forms and must believe, intrinsically, in the importance of leading with curiosity and welcoming ideas that can later be synthesized and turned into possibility. While all candidates are encouraged to apply and, in so doing, share how they see themselves adding value to the Loyalist environment, the following credentials and/or experiences are seen as possible markers of the candidates most likely to realize success in the role: A) a degree in Human Resources, Social Sciences, or related field along with a professional designation (CHRP or CHRL); B) several years' experience working as a human resources leader, ideally within a unionized and postsecondary environment; C) proven experience in and/or a deep exposure to matters pertaining to labour relations; D) a thorough knowledge of applicable legislation, collective agreements, as well as policies and procedures governing human resources, and E) familiarity with institution-wide financial processes and HRIS systems.

How to Apply

Loyalist College is committed to promoting a diverse and inclusive college community. They encourage and welcome applications from marginalized and equity-deserving groups.

*Loyalist College invites applications from all qualified candidates; however, Canadian citizens and permanent residents will be given priority. The College is partnering with BIPOC Executive Search to ensure an applicant list that is diverse and is as intersectional as possible. **All interested applicants can send their resume to Jessica Horton or Jason Murray by e-mailing jhorton@bipocsearch.com, or can apply through the BIPOC Executive Search mobile app.***

In accordance with the AODA Act, for applicants living with a disability accommodation will be provided throughout the search process. Should

accommodations be required, please make Jessica Horton aware by using the above address.

We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.