



**Senior Vice-President, Academic, Northern College
Timmins, ON**

Northern College is searching for a Senior Vice-President, Academic to take on an exciting opportunity to become part of the future of college education in the North through strategic academic and student-centred leadership.

The Organization

Northern College is situated on the traditional and territorial lands of the Cree, Oji-Cree, Ojibway, and Algonquin homelands. We acknowledge these ancestral lands that we are gathered on, which continue to interconnect us all and remind us that we are all treaty people. First Nation communities now located on these lands include: Temagami, Timiskaming, Matachewan, Mattagami, Apitipi Anicinapek Nation, Taykwa Tagamou, Beaverhouse, Flying Post, Moose Cree, Fort Albany, Kashechewan, Attawapiskat Weenusk, and Metis Peoples Region #3.

Northern College offers career-enhancing education in the great and vast wilderness of Northern Ontario, with on-site, distance, and hybrid education options for those looking for flexible and impactful online learning opportunities.

Our post-secondary programs equip learners with the education and skills required for careers in the fields of Business and Office Administration, Community Services, Engineering Technology and Trades, Health Sciences and Emergency Services, Veterinary Sciences, and Welding Engineering Technology. We also provide corporate and industry training opportunities, as well as customized training courses and general interest skills learning through Northern Training Division. Post-secondary preparation programs, including free Academic Upgrading, and no-cost Community Employment Services are also available to help learners and job seekers of all backgrounds and skill levels find work.

Northern College has four campuses located throughout Northeastern Ontario in Haileybury, Kirkland Lake, Moosonee, and Timmins, with several satellite campuses throughout the region.

The Role

Reporting to the President, the Senior Vice President Academic is the senior academic position at Northern College and is accountable for the planning, organizing, staffing and managing of Northern College's academic portfolio. This leader is accountable for the quality of content and delivery of full-time and part-time academic programs, student success services, community development, learning innovation, contract training, and the integration of applied research with student learning. They will foster a culture of creativity and evidence-informed practice, leading innovative approaches in programming sectors including establishment, development, and integration of applied research with college programs, as well as expanding alternate and flexible learning opportunities at the College. This is a senior administrative position who participates in the overall management of Northern College as a member of the President's Senior Management Team, sharing accountability for the attainment of the college's goals outlined in the Strategic and Business Plans.

Key areas of oversight and responsibility are:

Strategic Leadership and Governance – Provides visionary and innovative leadership while ensuring alignment with the College's mission, goals, and strategic priorities and fostering a diverse and inclusive academic community.

Academic Stewardship – Models healthy and positive academic culture of excellence and oversees the development, evaluation, and enhancement of academic programs, ensuring their alignment with provincial standards and accreditation requirements. Builds a culture of student success through continued support of student needs.

Networking and Partnerships – Develops partnership networks and linkages with business and community groups to advance community development through individual meetings, advisory committees, agreements, and projects.

Operational Management – Oversees the efficient and effective use of financial and human resources within their portfolio, including the 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

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

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.

- Graduate level education in one of the disciplines served by the College, or equivalent experience.
- Experience in college academic leadership roles is a strong asset.
- Commitment to Indigenization and diversity, equity, and inclusion in all aspects of academic life, demonstrated in your application of critical lenses to academic decision-making. Lived experience embodying diverse identities is considered an asset.
- Demonstrated experience with labour relations in a unionized environment.

- Demonstrated success developing and executing on a vision and strategic plan in a complex organizational setting.
- Demonstrated experience in academic planning, program development, and quality assurance.
- Experience developing and reviewing policies, procedures, practices, and processes.
- Strong knowledge of current trends and best practices in higher education and familiarity with accreditation standards and processes.
- Success in fostering positive relationships and partnerships across internal departments, unions, associations, and among faculty, staff, students.
- Knowledge of strategic enrolment management best practices.
- Demonstrated skill in strategic financial management and long-term resource planning.
- Given the distance between our locations, it is important that this leader has a firm grasp on technology use in educational settings.

Skills and Attributes

- A strong belief in supporting holistic and transformational learning experiences for students.
- A credible, collaborative, and consultative leadership style, with the ability to collectively inspire and motivate large groups of people with authenticity and integrity.
- The ability to build and lead a high-performing team and engage with internal and external partners to achieve goals and outcomes.
- Decisiveness with the ability to effectively explain decisions and bring clarity to complex issues to a variety of audiences.
- A high capacity to balance multiple priorities while being responsive.

Northern College is committed to Equity, Diversity, and Inclusion (EDI). The College welcomes candidates who self-identify as Black, Indigenous or a person of colour with lived experience and expertise in incorporating EDI practices into teaching, research and service. Joining a vibrant community at Northern where we aspire to achieve equity and diversity in all areas, the successful candidate will be expected to show evidence of a commitment to EDI and the promotion of a collegial and supportive working environment.

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: <https://www.kbrs.ca/Career/17471>