

ASSOCIATE VICE-PRESIDENT, PEOPLE AND CULTURE

Memorial University of Newfoundland & Labrador
(Permanent Position)

We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

ABOUT MEMORIAL

Perched on Canada's North Atlantic coast, Memorial University is a destination for discovery. Memorial University is home to more than 18,000 students from 127 countries and 3,600 faculty and staff who learn, teach, research, create and engage in a vibrant and diverse academic community. As the only university in the province of Newfoundland and Labrador, Memorial has five campuses throughout the province and one in England, with a special obligation to provide teaching, learning and research opportunities that are locally relevant and internationally significant. From classics to advanced technology, Memorial offers certificate, diploma, undergraduate, graduate and postgraduate program options. A global network of more than 100,000 accomplished alumni throughout the world strengthens Memorial's capacity and reputation for leadership in research, teaching and public engagement. For more information about this dynamic institution, visit <https://www.mun.ca>.

THE OPPORTUNITY

Memorial University is seeking an Associate Vice-President (AVP) of People and Culture – a Human Resources leader who is passionate about partnering to co-create an inclusive, transformative and service-focused employee environment.

Reporting to the Vice-President (Administration, Finance and Advancement), you will engage our community in the development of a people and culture strategy. Working collaboratively across Memorial, you will lead HR to attract, develop, and retain top talent, all while fostering a healthy and supportive environment that values learning and development. You will lead dedicated teams in delivering exceptional human resource services throughout the employee life cycle and work hand-in-hand with collaborators to drive innovative employment strategies, policies, programs, and technologies. You will embrace innovation and have a continuous improvement mindset. Working with leaders who have expertise across the institution, you will be a visionary leader committed to reconciliation and decolonization, Indigenization, equity, diversity, inclusion, and anti-racism.

As AVP, People and Culture, you will lead bold and effective transformations that make Memorial an employer of choice.

THE CANDIDATE

As a strategic and visionary leader, you empower people and motivate teams and have experience fostering a collaborative culture, establishing effective structures, and allocating resources creatively. You have led transformation and change and you embrace innovation with an instinct towards continuous improvement. Your excellent communication skills and results orientation foster trusting relationships with both internal and external partners and inspires the team you lead.

You bring demonstrated experience integrating reconciliation, decolonization, Indigenization, equity, diversity, and anti-racism principles into strategy and practice and are dedicated to creating an inclusive learning and work environment. With your leadership skills, you advance impactful priorities and serve as an ambassador for a people-first culture.

You are an accomplished leader in people and culture with significant senior human resources experience, ideally in a multi-campus post-secondary institution or a similarly complex unionized environment. You understand the complex and multifaceted world of a university engaged in teaching and learning, research, and public engagement. Your leadership is integral to our team, and we value your commitment to inclusivity and excellence.

Preference will be given to candidates with a graduate-level degree in human resources, employee relations, business, or a related field, or an equivalent combination of education and experience.

SALARY	\$172,026 - \$226,350 per annum (Leadership Group)
CLOSING DATE	The search committee will begin reviewing applications in late August 2024 and continue until the position is filled.

All qualified candidates are encouraged to apply; however, preference will be given to applicants who are legally entitled to work in Canada. Memorial University is committed to employment equity and diversity and encourages applications from all qualified candidates, including women, Indigenous peoples, Black people, racialized people, people with disabilities, and persons identifying as members of 2SLGBTQIA+ communities.

Following submission of your application, candidates will be invited to identify themselves as a member of an Employment Equity group(s) as appropriate. Applicants cannot be considered as a member of an Employment Equity group(s) unless they complete an employment equity survey. If there is anything we can do to ensure your full participation during the application process please contact equity@mun.ca directly and we will work with you to make appropriate arrangements.

The personal information requested in your application is collected under the authority of the Memorial University Act (RSNL 1990 c M-7) for the purpose of identifying and recruiting candidates; assessing applicant qualifications; and maintaining records pertaining to the administration of employment with Memorial University of Newfoundland.

If you are a successful candidate, this information will form part of your permanent employment record and will be used for other activities related to the employment process. This information may be disclosed to government departments and agencies as legally required; and to third party service providers, as necessary to administer programs and activities.

For further information about this leadership opportunity, please contact leadershiprecruitment@mun.ca.

[Apply Here](#)