



**Associate Dean, School of Human Resources, George Brown College
Toronto, Ontario**

George Brown College is seeking a visionary and dynamic leader to serve as the next Associate Dean, School of Human Resources. This role provides a unique opportunity to be part of shaping a revolutionary approach to business education at an innovative institution.

The Organization

George Brown College is located on the traditional territory of the Mississaugas of the Credit First Nation. As an institution, we honor this land and strive to promote equity and inclusion within our learning and working environment. A leading, publicly accredited college located in the heart of Canada's economic hub, George Brown is vibrant, diverse and growing—the city is our classroom. Toronto is core to the George Brown College experience and facilitates real-world learning in a bustling urban setting. With over 230 full and part-time programs developed in consultation with industry, George Brown College provides students with hands-on experience and an inclusive, supportive community that fosters growth and development.

The Role

George Brown College is seeking an innovative and strategic leader to serve as the Associate Dean of the School of Human Resources. Reporting to the Dean of the Centre for Business, the Associate Dean will provide leadership in program development, faculty management, and academic excellence, ensuring that the School aligns with the College's strategic goals and commitment to student success. This is a unique opportunity to shape the future of human resources education at one of Canada's leading post-secondary institutions. As a key member of the Centre for Business leadership team, the Associate Dean will partner with colleagues, staff and students to build strategies and initiatives that support the achievement of the College's vision.

Key Responsibilities:

Academic Leadership and Innovation: Provides strategic direction for the School of Human Resources, ensuring the programs meet the highest standards of quality and relevance. Fosters a culture of innovation in teaching and learning, encouraging the development of new programs and courses that respond to industry trends and prepare students for dynamic careers in human resources.

Faculty Management and Development: Oversees the recruitment, mentoring, and development of faculty, ensuring that the School of Human Resources attracts and retains top talent. Works closely with faculty members to support their professional growth, including overseeing performance evaluations, professional development, and workload assignments.

Strategic Planning and Institutional Leadership: Contributes to the development and implementation of the School's strategic plan, aligned with the College's broader goals. Represents the School of Human Resources on various committees and collaborates with internal and external leaders to enhance George Brown's reputation and impact.



Community and Relationship Building: Builds and maintains strong relationships with internal and external stakeholders, including students, alumni, industry partners, and Program Advisory Committees. They will play a key role in representing the School in regional and national networks, enhancing its profile and fostering partnerships that benefit the College and its students.

Operational and Financial Management: Oversees the School's operating budget, ensuring fiscal responsibility and the effective use of resources. Collaborates with internal departments to ensure that the School's programs are delivered efficiently and that all operational aspects align with the College's strategic objectives.

The Ideal Candidate

The ideal candidate is a visionary and accomplished leader with a strong background in human resources education or a related field. They bring a track record of success in academic leadership, curriculum development, and faculty management. With a deep commitment to equity, diversity, and inclusion, they are a collaborative and inclusive leader who inspires faculty and students to excel.

Qualifications and Experience

- A Master's degree in a relevant field, with a Doctorate preferred.
- A professional designation (e.g. CHRP, CHRL) is considered an asset.
- Significant experience in education, with leadership experience in a unionized environment.
- Proven expertise in academic programming, curriculum development, and fostering innovation in teaching and learning.
- Experience in managing multiple diverse teams and advanced leadership skills in conflict resolution, team building, and change management.
- Experience working collegially and effectively within a unionized environment, building trusting relationships both internally and externally.
- Strong financial management experience, including budget development and resource allocation.
- Commitment to creating an inclusive and supportive environment for students and faculty, aligned with the College's priorities on diversity and equity.
- Demonstrated skill in institutional strategic planning and implementation.
- Demonstrated success in developing external strategic partnerships.

Skills and Attributes

- An optimistic leader that fosters creativity, empathy, compassion, and curiosity around them.
- An entrepreneurial innovator, seeing opportunities where others may see problems.
- A highly relational leader with excellent emotional intelligence.
- Authenticity and exceptional communication skills, with the ability to listen, understand, and translate knowledge.
- Courageous leadership with the ability to face challenges, and to exercise integrity, flexibility, and wisdom.



- A facilitative and decisive style, with the ability to exercise good judgment and make timely, informed decisions.

Why George Brown College?

- A competitive pension plan
- Generous vacation and holiday time
- Tuition assistance program
- A supportive, inclusive work environment

Application Process

George Brown College is committed to fostering a diverse and inclusive environment and encourages applications from all qualified individuals, including but not limited to women, persons with disabilities, visible minorities, Indigenous Peoples, and persons of any gender identity and sexual orientation.

George Brown College is committed to providing an inclusive and barrier-free experience to applicants with accessibility needs. Requests for accommodation can be made at any stage during the recruitment process by contacting accommodations@kbrs.ca.

To Apply

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 complete application package online at: <https://www.kbrs.ca/Career/17279656962139684chm>

Applications are due by November 18.