

**President and Vice-Chancellor
Brandon University
Brandon, Manitoba**

Brandon University (BU) is seeking an inspirational and dynamic leader with strategic vision and strong engagement skills to serve as its next President and Vice-Chancellor.

The Organization

Brandon University has campuses on Treaty 1 and Treaty 2 lands, and we are a gathering place for people from many backgrounds and around the world. In this way, we carry on the Indigenous customs of our home in Brandon. We acknowledge Brandon is on shared territory between the Dakota Oyate, the Anishinaabeg, and the National Homeland of the Red River Métis. Today, many other Indigenous people call Brandon their home today, including the Ininew, Anisininewuk, Denesuline, and Inuit. As a leading university in rural Manitoba, BU offers a personalized and supportive environment for its diverse community of students and faculty.

With a thriving campus of over 3,500 students and an emphasis on smaller class sizes, BU excels in creating meaningful learning experiences, innovative research, and community impact. Its academic programs span Arts, Science, Education, Health Studies, and the renowned School of Music. The University is also embarking on ambitious initiatives, including exploring the establishment of a medical school and expanding its graduate programs.

The Role

This is a pivotal moment for Brandon University, as it embraces opportunities for innovation, growth, and transformation while remaining deeply rooted in its commitment to student success, Indigenous engagement, and rural community partnerships. The next President must bring a bold vision and strategic direction, inspiring trust and building consensus among students, faculty, staff, alumni, and community stakeholders.

Reporting to the Board of Governors, the President serves as the chief executive officer of Brandon University, leading the institution's mission to deliver academic excellence, student success, and community engagement. The President develops strategies to ensure financial sustainability, operational efficiency, and institutional growth while fostering a culture of collaboration and innovation. They champion academic programs, research, and professional education initiatives, including exploring a new medical school, while deepening partnerships with Indigenous communities and advancing reconciliation and decolonization. As the University's chief advocate, the President builds strategic relationships with government, industry, and community partners to secure funding, enhance visibility, and position Brandon University as a leader in education and research.

Key areas of leadership include:

Strategic Vision and Change Leadership: The President will develop and communicate, based on consultation with faculty, staff, and students, a clear and compelling vision for BU's future, fostering growth in academic programs, research, and community engagement. They will lead transformative change, addressing operational challenges, and adapting the University's

structure and processes to support innovation and sustainability while navigating internal and external influencing factors.

Community Engagement and Advocacy: As the face of BU, the President will strengthen partnerships with local, regional, and Indigenous communities. They will advocate for the University's interests at the provincial and national levels, building relationships with government, industry, and other stakeholders. Above all, they will tell our stories so that BU's strengths, challenges, and opportunities are well-known and supported.

Indigenous Engagement and Decolonization: The President will champion BU's role in advancing the Truth and Reconciliation Commission's Calls to Action, fostering a welcoming environment for Indigenous students, faculty, and staff, and embracing Indigenous knowledge and ways of knowing throughout the institution. This will include leading change through the expansion of the current Indigenous Peoples' Centre.

Financial Stewardship and Operational Excellence: The President will ensure the financial sustainability of the University through effective fundraising campaigns, ensuring public sector support, and providing clear priorities for investment and growth. They will oversee a talented senior leadership team, aligning efforts across academic and administrative portfolios, while responding to the Board of Governors. They will regularly communicate and consult with the BU community on the financial situation. They will work proactively to identify and mitigate operational risks, safety and security concerns, and infrastructure needs.

People-Centered Leadership: The President will foster a culture of inclusion, collaboration, and respect, valuing the contributions of faculty, staff, and students. They will be committed to equity, diversity, inclusion, and decolonization, developing a new strategic plan for BU. They will engage and inspire the campus community, helping employees and students reach their full potential, and fostering a shared sense of belonging while ensuring that consultation and transparency are central to decision-making.

The Ideal Candidate

The ideal candidate is a visionary leader with exceptional communication and interpersonal skills, adept at fostering collaboration and inspiring trust. You are a competent systems-thinker, bringing proven experience leading change, addressing challenges with innovative solutions, and building a culture of equity, inclusion, and decolonization. You create space for diverse perspectives and foster consensus-building using your intellectual agility, and capacity to inspire. With a commitment to Indigenous engagement and rural community development, they have a strong background in financial and operational management, ensuring sustainability while advancing institutional priorities. A successful advocate and relationship-builder, they engage effectively with government, industry, and community stakeholders to strengthen Brandon University's impact and reputation.

Qualifications and Education

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. While the committee will consider alternative combinations of education and leadership experience, a deep understanding of academia is essential.

- Education to the level of a PhD or terminal degree and be eligible for the rank of Full Professor at BU is preferred.
- Strong knowledge of Canadian post-secondary education, the international higher education sector and the opportunities and challenges for Brandon in this context.
- Strategic vision with the ability to set clear priorities, respond to critical incidents, and act to seize opportunities and address challenges
- Commitment to inclusiveness, equity and diversity, with demonstrated experience in moving these agendas forward.
- A track record of engaging with diverse students and communities including rural and Indigenous communities.
- Proven ability of creating and sustaining effective teams, with the ability to lead and support professional development of the BU leadership team.
- Experience creating a culture where excellence and innovation in teaching, service, research, and scholarly activities are valued, rewarded, and celebrated.
- Financial acumen and operational expertise in a complex organization.
- Experience in government relations, fundraising, and advocacy.
- Strong understanding of bicameral governance and the relationships between administrative and governance bodies in higher education.

Skills and Attributes

- Approachable and engaging leadership style, engaging regularly with campus and the local community, and ensuring a consistent presence
- Exceptional communication skills, including strong listening skills, and a collaborative and collegial mindset.
- A courageous leader with integrity, embodying and exemplifying the values of their organization.
- Solution-focused problem solver with a forward-thinking mindset and the ability to maintain resilience under pressure.
- Commitment to academic and creative excellence and academic freedom.
- A selfless leader who sets a strong example for others, focused on BU's mission, purpose and impact.
- Remains calm and effective during critical incidents, with the ability to make tough decisions, and seeking advice as appropriate.
- Stewardship – striving to leave their organization stronger, more relevant, and more sustainable than when they started.
- Ability to adapt to changing local, provincial, national, and international landscapes.
- Consistent engagement with all stakeholders, prioritizing efforts.

Why Join Brandon University?

This is a unique opportunity to shape the future of an institution that is deeply connected to its community and poised for growth. At Brandon University, you will lead a collaborative and supportive team in building a stronger future for education and research, while making a meaningful impact on the lives of students and the broader community.



Apply Now

Application review will begin on March 12, 2025.

Brandon University 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.

If you are interested in this opportunity, contact Abbey MacLeod at amacleod@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/17290842500120000086AkM>