

Sheridan

Chief Human Resources Officer

Sheridan College, Oakville, Ontario

Sheridan College is seeking a dynamic and forward-thinking leader to serve as its Chief Human Resources Officer (CHRO). This is a pivotal opportunity to shape and strengthen Sheridan's commitment to its people and create an inclusive, thriving workplace that supports academic and operational excellence.

The Organization

Sheridan acknowledges that for thousands of years the lands the College sits upon has been and still is the traditional territory of the Mississaugas of the Credit First Nations, Anishinaabe Nation, Huron-Wendat and the Haudenosaunee Confederacy. The College takes seriously their collective responsibility to honour and respect those who have gone before them, those who are there, and those who have yet to, and is grateful for the opportunity to work there.

Founded in 1967, Sheridan has grown from a local college of 400 students to one of Ontario's leading postsecondary institutions, educating approximately 28,944 full-time, 3,134 part-time and 11,000 continuing and professional studies students every year on [three campuses](#) in Oakville, Brampton and Mississauga with a budget of approximately \$490 million dollars.

An award-winning institution, Sheridan attracts students from across Canada and around the world; their [215,000+ alumni](#) play a critical role in shaping the future in the fields of arts, business, community service, health, technology, and the skilled trades.

Sheridan is proud to have been named first on Forbes' 2023 list of [Canada's Best Employers](#) and ranked 125th overall on Forbes' list of [Canada's Best Employers for Diversity](#).

The Role

The Chief Human Resources Officer will be responsible for leading Sheridan's Human Resources strategy, ensuring that HR policies, programs, and initiatives support the College's strategic goals. The CHRO will foster a people-first culture, emphasizing employee engagement, professional development, and workplace well-being.

Reporting to the Vice-President, Administrative Services, the CHRO will provide strategic and day-to-day leadership to Sheridan's Human Resources department, ensuring that HR strategies and initiatives are consistent and aligned with the College's mission to inspire creativity, innovation, and a culture of belonging. The CHRO is responsible for creating a strong employer brand by building HR programs, developing a compelling employee value proposition (EVP), and Sheridan's culture to make it attractive to top-tier candidates. The ideal candidate will foster a collaborative environment by integrating HR functions ensuring a holistic approach to employee well-being, development, and success, where every individual has the support and resources to thrive. They will provide strategic advice, guidance, and support in partnership with senior leaders in the areas of human resources, labour relations, and performance management. As part of the senior leadership group (SLG), they will participate in institutional decision-making and alignment. This is a highly collaborative leader

who can build strong relationships, influence change, and design forward-thinking HR strategies that make an impact on the employee experience.

Key areas of responsibility include:

Strategic Leadership and Organizational Agility: Develops and implements HR strategies that align with Sheridan's mission, emphasizing collaboration, innovation, and inclusion positioning Sheridan's as a top employer. The CHRO ensures that the organization embraces and thrives through cultural shifts that promote collaboration, flexibility, and creativity, ensuring the workforce remains adaptable and engaged in continuous improvement. Bringing a long-term strategic focus prepares Sheridan's workforce for the future, streamlined processes, and organizational agility to drive sustainable success.

Employee Engagement, Culture, and Inclusion: Fosters a supportive, engaging, and inclusive workplace environment that attracts, retains, and develops top talent. In partnership with the Centre for Equity and Inclusion, champions initiatives that promote equity, diversity, and inclusion within Sheridan's HR policies, programs, and culture. Promotes emphasis on psychological safety and inclusive leadership, the CHRO ensuring that leadership behaviors are aligned with the organization's values, particularly in driving a culture where employees feel safe, supported, and empowered.

Organizational Development and HR Operations: Leads workforce planning, professional development, and succession planning initiatives to support Sheridan's long-term success. Ensures that the structure and design of the organization are streamlined and flexible, positioning the workforce to respond to changing needs quickly. Oversees labor relations, ensuring strict compliance with employment legislation, collective agreements, and HR best practices, while fostering positive, collaborative relationships with union representatives. Review and implement future-focused data and technology systems that support ongoing innovation.

The Ideal Candidate

The ideal candidate is a strategic and compassionate HR leader with a proven ability to drive organizational success through innovative and forward-thinking human resource strategies. They bring expertise in developing and implementing HR strategies that foster engagement, inclusion, and operational efficiency. A bold, entrepreneurial leader, finding unique solutions and initiatives that maximize existing resources. We are looking for a candidate is data-driven and maintains a long-term strategic focus. They emphasize collegial governance, planning, analysis, accountability, risk management, teamwork and transparency.

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.

- A degree in Human Resources, Business Administration, or a related field; a master's degree or CHRL designation is preferred.
- Significant leadership experience in HR, preferably within post-secondary education or a similarly complex, unionized environment.

- Expertise in labour relations, workforce planning, talent management, and employee engagement.
- Demonstrated commitment to advancing equity, diversity, and inclusion in the workplace.
- Exceptional communication, relationship-building, and conflict-resolution skills.
- Experience leading change initiatives and fostering a culture of innovation and collaboration.
- Demonstrated success building high performing teams, in consulting with diverse constituents, and managing conflict.
- Strong knowledge of HRIS (such as PeopleSoft) and data management.
- Experience in a higher education is an asset.

Skills and Attributes:

- The ability to strategically allocate resources and balance priorities within an academic environment.
- Courageous leadership, with the ability to face challenges and to exercise integrity, flexibility, and wisdom while maintaining transparency.
- A trustworthy leader capable of working collegially and effectively within a unionized environment and build trusting relationships both internally and externally.
- Emotional intelligence and empathy, ensuring a supportive and inclusive work environment.
- Adaptability and resilience in navigating change and high-pressure situations.

Why Join Sheridan College?

Sheridan College offers a vibrant and inclusive environment where innovation, collaboration, and creativity thrive. As CHRO, you will have the opportunity to shape Sheridan's culture and contribute to the success of its talented community.

Application Process

Sheridan 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 and research. Joining a vibrant community at Sheridan 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.

Please email accommodate@kbrs.ca or communicate your needs to a recruitment professional named below to ensure that accessibility needs are accommodated through this process. Information received relating to accommodation measures will be addressed confidentially.

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/1736368674714000008dpu>

The Committee will begin reviewing applications on April 28, 2025.