

Executive Director, Community Safety and Security
Toronto Metropolitan University, Toronto, ON

About Toronto Metropolitan University

For more than 75 years, Toronto Metropolitan University (formerly known as Ryerson University) has been shaping the next generation of leaders through its uniquely innovative, entrepreneurial and career-focused approach to higher education. Driven by bold leadership, cutting-edge research and a deep commitment to academic excellence, TMU collaborates with students, faculties and partners to push boundaries, reimagine solutions and create meaningful change in an increasingly interconnected world.

For a more in-depth understanding of our vision, core values and ongoing work, please see our [Academic Plan](#).

TMU welcomes those who have demonstrated a commitment to upholding the values of equity, diversity, and inclusion and will assist us in realizing the benefits of embedding these values into the work at every level and in every unit of the university. In addition, to correct the conditions of disadvantage in employment in Canada and to bring lived experiences to the work, we encourage applications from members of equity deserving groups that have been historically disadvantaged and marginalized, including First Nations, Métis and Inuit Peoples in Canada, First Nations Peoples in the United States, racialized people, Black people, persons with disabilities, women, and 2SLGBTQ+ people. Preference will be given to candidates with lived experiences as people from equity deserving groups, as well as experience working with these communities with which the University works every day. Please note that all qualified candidates are encouraged to apply and we welcome newcomers and immigrants to Canada.

About the Community Safety and Security Team

Community Safety and Security's highest priority is the safety of all community members. From students to external visitors, our team makes every effort to have positive interactions with everyone we encounter. We are a dedicated team of professionals who are committed to working with our campus community in a trauma informed, collaborative, collegial and transparent manner. This responsibility extends to both our Toronto campus and our Brampton campus.

The Opportunity

Lead the Future of Community Safety at Canada's Most Urban University

Toronto Metropolitan University (TMU) is looking for an Executive Director, Community Safety and Security, who is an ethical, emotionally intelligent leader and a strong communicator, capable of building trust with their team and our broader community to champion a bold, people-first approach to wellbeing.

Reporting to the Vice-President, Administration and Operations, the successful candidate will design and lead a transformational safety and security strategy that is culturally responsive reflecting the diverse voices at both TMU campuses. The strategy will outline how we can foster a culture of trust through collaborative partnerships. You'll guide a holistic approach that centres human rights, inclusivity, trauma-informed practices, and organizational resilience. You'll also support the University's Emergency Response Team and senior leadership in navigating critical incidents with clarity and compassion.

If you're a leader with a strong political acumen who believes that community safety starts with community connection and engagement, this is your opportunity to shape a national model for inclusive safety in post-secondary education.

This is a current vacancy at the institution.

Here are some of the things you can expect to do in this role:

- **Provide Strategic Leadership**- Champion and lead the development and implementation of a long-term strategic plan for university safety and security that aligns with the institution's mission, values, and strategic goals integrating evidence-informed, equity-based, and community-focused approaches in all planning activities.
- **Community Engagement, Crime Prevention and Stakeholder Engagement** - Fosters collaborative relationships with internal stakeholders and external agencies to support trust-building, coordinated response efforts, and effective public safety governance. Incorporates community-based safety principles and a culturally responsive, trauma-informed lens to promote accountability, transparency, and inclusive engagement across campuses.
- **Security Operations, Risk Management, Investigations and Emergency Management** - Oversee and manage all aspects of daily security operations including patrols, access control, alarm monitoring, video surveillance, and incident response across a diverse range of campus environments such as academic buildings, student spaces with extended hours, residences (on and off campus), parking areas, and other university facilities.
- Coordinate the University's response to critical incidents, applying strong de-escalation skills, trauma-informed care, and harm reduction practices to support individuals experiencing mental health crises, substance use challenges, or housing insecurity.
- **Governance, Reporting and Institutional Relations** - Foster due diligence within the University environment by presenting policies, reports and recommendations to governance bodies and senior leadership on community safety issues. Provide reports and strategic briefings to senior leadership on safety, emergency management, and risk mitigation matters.
- **Departmental Operations, Finance and Resource Management** - Provide strategic and operational oversight of department activities.

- **People Leadership and Talent Development** - Lead, support, and empower a passionate and dedicated team of community safety professionals through clear direction, coaching and inclusive leadership. Oversee recruitment, onboarding, professional development, and performance management by setting goals, clarifying roles and accountabilities, and ensuring alignment with strategic priorities, while proactively addressing performance issues with fairness and transparency. Foster a culture of trust, continuous learning, and excellence. Actively identifies opportunities to strengthen equity, diversity, and inclusion across the team, ensuring all staff are equipped and supported to succeed.

Leadership Competencies

Leaders at TMU are required to demonstrate the following Leadership Competencies:

- **Acts with Integrity:** Demonstrates behaviors aligned with high ethical standards and personal integrity and acts in accordance with TMU values.
- **Builds Relationships of Trust & Collaboration:** Actively builds a culture of trust and fosters meaningful relationships.
- **Leads Inclusively:** Creates an inclusive environment where everyone is respected, recognized, empowered to achieve their potential, and valued for their differences.
- **Demonstrates Organizational Acumen:** Understands and respectfully navigates complex internal and external environments using sound judgment, diplomacy, and tact.
- **Drives Vision & Results:** Creates and implements a vision grounded in sound decision-making to achieve desired outcomes.

Qualifications

To help us learn more about you, please provide a cover letter and resume describing how you meet the following required qualifications:

- Completion of a graduate degree in a relevant field such as emergency management, community development, youth justice, criminology, social work, public health, equity studies, conflict resolution, or public administration.
- A minimum of 10 years of progressive leadership experience in community safety, emergency management, security services, or a related field, preferably within a post-secondary or complex public-sector or community service-oriented environment.
- Demonstrated success in strategic planning, policy development, and organizational change management.
- Experience leading multidisciplinary teams and managing large operational units, including human resources and budget oversight.

- Demonstrated ability to remain abreast of current political, historic, and social realities faced by diverse communities, especially the most vulnerable ones and ensuring this understanding profoundly informs engagement strategies and community safety practices.
- Demonstrated lived experience or direct experience working with individuals from equity-deserving communities, along with a strong understanding of the realities, concerns, and systemic barriers faced by groups such as First Nations, Inuit, and Métis peoples; African, Caribbean, and Black communities; racialized groups; persons with disabilities; 2SLGBTQ+ individuals; and others who experience marginalization. Experience in people-centred, community-based work with these communities is a strong asset.
- Knowledge of public safety regulations, including the Occupational Health and Safety Act, fire codes, and municipal bylaws.
- Knowledge of risk assessment methodologies, business continuity planning, and threat management.
- Understanding of security systems and technologies including access control, security and CCTV systems. Determining viability to safety and security along with financial requirements for short- and long-term needs.
- Knowledge of equity-informed and trauma-informed approaches to safety and community care.
- Understanding of privacy legislation and reporting requirements (e.g., FIPPA and various reporting practices in Canada).
- Knowledge of the criminal code, municipal bylaws and provincial statute applications including understanding of legal protocols and understanding of incident response protocols.

Salary Range: \$190,000 - \$200,000

TMU Perks

There is something for everyone! Employees are eligible for many benefits, services, and discounts that Toronto Metropolitan University has to offer:

- Mid-year break that provides two weeks of paid time off in addition to your vacation.
- Group benefits include health and dental, employee and family assistance programs (EFAP), and more!
- Tuition waiver for eligible employees and their spouse and/or dependent(s) and Tuition Rebate for eligible employees.
- Toronto Metropolitan University Retirement Planning. A defined benefit pension plan.

To Apply

Support and accommodations will be provided to applicants with disabilities, upon request. Applicants in need of an accommodation in order to participate as a candidate in the recruitment process can contact accommodate@kbrs.ca or identify their needs to the recruitment professional named in the job description.

KBRS does not use artificial intelligence to screen candidate applications.

Candidates interested in this opportunity should contact Abbey MacLeod at amacleod@kbrs.ca, Kyle Steele at ksteele@kbrs.ca, or Dr. Jennie Massey at jmassey@kbrs.ca, or submit a full application package online.