

Advertisement Content

President – Sault College

Sault College is actively seeking an innovative and people-centred President to lead the College into its next chapter, guided by a new strategic plan. The President will guide a dedicated team in fostering an inclusive, student-centred culture while navigating a rapidly evolving post-secondary landscape. This is a pivotal opportunity to strengthen academic excellence, deepen community partnerships, and position Sault College as a resilient and trusted anchor institution for Sault Ste. Marie and Northern Ontario.

Sault College

Sault College has a proud history characterized by tremendous growth and spanning over more than five decades, evolving from a Vocational Centre opening in 1965 to the College it is today. Each year, the College responds to the postsecondary educational needs of more than 4,000 part-time and full-time students and continues to add new programs across all disciplines. Sault College currently offers 57 programs including 16 College Certificates; 29 Ontario College Diplomas; 4 Ontario College Advanced Diplomas; 6 Ontario Graduate Certificates; and 2 Bachelor's Degrees. The Sault College campus is home to a diverse array of new and upgraded educational facilities including the Waterfront Adventure Centre, Motive Power Centre, and iE3.

In addition to serving the student body, Sault College has a strong presence in the community and across Northern Ontario. As one of the community's largest employers, Sault College's direct economic impact to the Algoma Region is estimated at greater than \$180 million dollars annually. The College not only provides a top quality education, but is also an economic driver to the communities it serves.

The Role

Reporting to the Board of Governors, the President and Chief Executive Officer is accountable for the overall leadership, direction, and operation of Sault College. The President serves as the College's chief executive, providing strategic, financial, and organizational leadership to ensure the institution fulfills its mission and remains responsive, resilient, and sustainable in a rapidly changing post-secondary environment.

The President provides vision and executive leadership to staff and faculty, fostering a student-centred, inclusive, and high-performing culture that enables the College to meet the diverse educational and training needs of learners, employers, and the broader community. In doing so, the President ensures that decisions and priorities reflect the College's values, support student success, and strengthen confidence in College programs and services.

Working collaboratively with the Board and the senior leadership team, the President leads the development and execution of the College's strategic and academic plans, including the identification of annual educational, operational, and financial objectives required to achieve both short- and long-term goals. The President plays a central role in aligning the College's academic, financial, capital, and human resources to support institutional priorities while navigating fiscal constraints, enrolment pressures, and evolving labour-market needs.

The President is accountable for creating and sustaining a work environment that promotes trust, transparency, accountability, and collegiality, while promoting inclusivity and caring. This leadership includes guiding the College

through change thoughtfully and ethically, maintaining constructive relationships within a unionized environment, and reinforcing a culture where employees and students feel respected, supported, and valued.

As the College's principal ambassador, the President develops and strengthens strategic partnerships and relationships with all levels of government, Indigenous communities, educational partners, business and industry leaders, and community organizations. Through these relationships, the President works to secure new educational, training, and partnership opportunities, enhance the College's profile and reputation, and position Sault College as a trusted anchor institution and community partner within Sault Ste. Marie and Northern Ontario.

Experience and Qualifications

Recognizing that no one candidate is likely to meet all of the following qualifications in equal measure, the following experience and qualifications are desirable and will be used in the assessment of candidates for the position:

- A doctoral (PhD) or relevant terminal degree would be considered an asset.
- 5+ years of experience in the post-secondary sector preferred.
- Successful senior leadership experience in a post-secondary or similarly complex, multi-stakeholder organization, including experience in strategic planning, financial planning and management, external and government relations, fundraising, and individual and organizational development.
- Strong financial acumen, with demonstrated experience guiding sustainable decision-making in a fiscally constrained context, including budget planning, resource allocation, and revenue diversification.
- Demonstrated accomplishments in a senior administrative role, strong financial knowledge and skills, and significant experience managing change in a complex environment with responsibility for strategic planning, financial and budget planning and administration.
- Experience developing, fostering, enhancing and maintaining strong relationships and partnerships with community, industry, government, funding bodies, Indigenous communities, and other institutions locally, nationally, and internationally.
- A demonstrated commitment to ensuring academic excellence, and a passion for teaching, learning, and student success.
- Experience in or an appreciation for operating within a collegial governance structure and unionized environment.
- Demonstrated ability to build a cohesive, collegial and engaged work culture in which everyone feels included and valued.
- A demonstrated understanding of the unique opportunities, challenges, and realities of the college system within Northern Ontario communities would be considered an asset.
- Experience working collaboratively with Indigenous communities and advancing reconciliation in meaningful, respectful ways.

- A demonstrated commitment to equity, diversity, and inclusion.
- Clear alignment with Sault College’s values, including a people-first mindset, integrity, transparency, courage in decision-making, and a visible commitment to students, colleagues, and community.
- Experience leading in, or a strong appreciation for, northern, rural, or place-based post-secondary contexts, including working in partnership with Indigenous communities.

To learn more about this opportunity or to request a copy of the Executive Brief, contact Katherine Frank (kfrank@kbrs.ca) or Beth McLennan (bmclennan@kbrs.ca). Completed applications can be submitted online at <https://www.kbrs.ca/Career/17764368740670000008ryx>

Please note that this posting is for an existing position at Sault College.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Sault College is committed to equity, diversity, and inclusion. We invite applications from qualified individuals, and we welcome applications from women, visible minorities, Indigenous people, persons with disabilities, and persons of any sexual orientation or gender identity. We fairly hire the best candidates based on merit.

Should you require an accommodation to participate fully in the recruitment process, please inform KBRS at accommodate@kbrs.ca.