

President and Vice-Chancellor, University of Northern British Columbia
Prince George, British Columbia

The University of Northern British Columbia (UNBC) is seeking an exceptional, values-driven leader to serve as its next President and Vice-Chancellor. This is a rare opportunity to lead a distinctive Canadian university that is deeply rooted in northern British Columbia and nationally recognized for its impact in teaching, research, sustainability, and community engagement.

The Organization

UNBC operates within a vast and diverse region that shapes its identity and impact. Northern British Columbia is home to about 300,000 people, and UNBC serves a region spread across an area the size of France with many rapidly changing communities, resource-based economies, and Indigenous peoples, including many distinct First Nations. The University's distributed campus model spans Prince George, Quesnel, Fort St. John, Terrace, and Prince Rupert, each with its own unique local context and community relationships. UNBC also has a long-standing federated agreement with Wilp Wilxo'oskwhl Nisga'a Institute in Gitwinksihlw.

Since time immemorial, Indigenous peoples have walked gently on the diverse traditional territories where the University of Northern British Columbia community is grateful to live, work, learn, and play. We are committed to strengthening and nurturing relationships with Indigenous communities. The University aspires to strong relationships with all Nations on whose unceded and treaty territories our campuses are situated, and with other First Nations, Métis, and Inuit communities throughout the North, including:

- **UNBC Prince George campus** which is situated on the unceded traditional territory of Lheidli T'enneh, Dakelh.
- **South-Central campus** in Quesnel is situated on the unceded traditional territories of the Lhtako Dené Nation, Nazko First Nation, Lhoosk'uz Dené Nation, and ?Esdilagh First Nation.
- **Peace River-Liard campus** in Fort St. John is situated in Treaty 8 territory on the traditional lands of the Dane-zaa peoples of the Doig River First Nation, Blueberry River First Nation, and Halfway River First Nation.
- **Northwest campus** in Terrace is situated on the unceded traditional Ts'msyen (Tsimshian) territory of the Kitsumkalum First Nation and Kitselas First Nation. Our satellite campus in Prince Rupert is situated on the unceded traditional Ts'msyen (Tsimshian) territory of the Lax Kw'alaams Band and Metlakatla First Nation.
- UNBC has a federated agreement with the **Wilp Wilxo'oskwhi (House of Wisdom) Nisga'a Institute (WWNI)**. Established by the Nisga'a Lisims Government in 1993 and situated on Gitwinksihlkw Village Lands within Nisga'a Treaty territory, WWNI is a fully accredited university-college serving all people in northwestern British Columbia."

Located in north-central British Columbia, UNBC provides outstanding learning and research opportunities that explore cultures, health, economies, sciences, and the environment. As one of BC's four research universities under the University Act, we bring new knowledge to students and to the world while fostering a welcoming community that is friendly, inclusive, and supportive. The University is also Canada's Green University™ and consistently ranks in the top three in its category in the annual Maclean's rankings and recently placed in the top 5% of the Times Higher Education World University Ranking.

UNBC's work is inherently place-based. The teaching, research, and partnerships of the University are tied to the priorities of the North, including rural and remote health, environmental stewardship, energy and natural resources, and community resilience. This distinctive environment requires a President who is motivated by regional impact and understands the opportunities and realities of northern and rural communities. UNBC is a university both in and for the North. This mission has instilled a strong sense of ownership, purpose, and adventure among our communities.

The Role

Reporting to the Board of Governors, the President and Vice-Chancellor serves as the University's chief executive officer and leads the University in achieving its' vision, mission, and strategic plan. The President oversees the academic, research, administrative, financial, and external relations of the University, and is accountable for furthering institutional sustainability, reputation, and impact. As Chair of Senate and a member of the Board of Governors, the President ensures effective governance, collegial decision-making, and the quality and integrity of all academic programs. Working closely with the Vice-Presidents, University Secretary, and academic and administrative leaders, the President fosters a culture of excellence, collaboration, and accountability across the institution.

A central responsibility of the role is visible, authentic leadership reflecting respect for Indigenous peoples, advancing Truth and Reconciliation, and supporting meaningful, long-term relationships with Indigenous Nations and communities. The President must also demonstrate a deep commitment to the success of northern British Columbia and to UNBC's distinctive regional mandate.

Key areas of responsibility:

Strategic Vision and Institutional Leadership – The President articulates and advances a compelling vision for UNBC's future, translating strategy into operational outcomes. They lead the University through complexity and change, responding effectively to shifting policy, funding, and system-level dynamics in the Canadian post-secondary environment.

Indigenous Engagement and Reconciliation – Champions UNBC's responsibilities related to truth, respect, and reconciliation. This includes advancing Indigenous student success, integrating Indigenous perspectives into academic and research activities, and prioritizing Indigenous-led engagement and learning where feasible.

Student Success and Academic Excellence – The President maintains the quality and integrity of academic programs and promotes a student-focused institution. This includes improving enrollment and retention, expanding experiential learning opportunities, and strengthening community-engaged research that benefits students, faculty, and northern communities.

People, Culture, and Change Leadership – Builds and supports a strong senior leadership team, fosters a culture of equity, inclusion, and respect, and leads effectively within a unionized environment. They bring people together around shared priorities and model integrity, transparency, and thoughtful decision-making.

External Relations, Advocacy, and Advancement – As the University's principal ambassador, builds productive relationships with governments, Indigenous organizations, communities, partners, alumni, and donors, and advances fundraising, advocacy, and partnership development to advance UNBC's mission and long-term sustainability.

The Ideal Candidate

As the successful candidate, you are a collaborative, community-oriented leader with the credibility and presence to lead a research-intensive regional university. You bring intellectual curiosity, sound judgment, and the ability to navigate complex environments with empathy and resolve. You are a leader who empowers others, and who fosters creativity, activating the ideas of the community. You demonstrate a strong understanding of the Canadian post-secondary landscape, a commitment to equity and inclusion, and a genuine passion for the role universities play in supporting northern, rural, and remote communities. Experience working respectfully and effectively with Indigenous peoples and organizations is essential.

Qualifications and Experience

- An earned doctorate, preferably with credentials suitable for appointment at the rank of Professor.
- Extensive senior administrative experience, with demonstrated financial and operational acumen in a complex organization.
- Proven ability to lead in a unionized environment, including experience with labour relations and collective bargaining.
- Effective communication skills and public presence, with the ability to serve as a visible ambassador for the University.
- A record of effective partnership-building, fundraising, and engagement with government, Indigenous organizations, and community partners.

Skills and Attributes

- A strategic and evidence-informed decision-maker with a keen sense of fairness and empathy.
- Well-developed equity lenses and experience collaborating with people from a variety of backgrounds and cultures.
- Excellent communication skills, with the ability to understand and anticipate the needs of various individuals and groups.
- The ability to face challenges and to exercise integrity, flexibility, wisdom, and good judgment in meeting them.
- A commitment to fostering the professional development of students, staff, and faculty through encouragement, and opportunities for advancement.
- The ability to mentor and empower a diverse and high-performing leadership team.
- The ability to work collaboratively and effectively within a unionized environment; building trusting relationships with students, peers, leadership, and local community partners.
- The ability to address conflict constructively and navigate difficult situations and university community discord through respectful dialogue and mutually supported solutions.

In accordance with BC's Pay Transparency Act, the position has an expected starting salary range of \$300,680 - \$340,680 per year.



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: [President and Vice-Chancellor | KBRS](#)