

Associate Vice-President, Facilities

Durham College, Oshawa, Ontario

Durham College invites applications and nominations for the role of Associate Vice-President, Facilities. This is an important leadership opportunity to shape Durham's campus environments through thoughtful planning, strong operational performance, and a clear commitment to sustainability and student success.

The Organization

Durham College is situated on the traditional lands of the First Peoples of the Mississaugas of Scugog Island First Nation. These lands are covered under the Williams Treaties and rest within the traditional territory of the Anishinaabeg. We offer our gratitude to the Indigenous Peoples who care for and, through the treaty process, share the lands on which we live, learn, teach and prosper today.

Durham College (DC) is a leading post-secondary institution that supports students in developing career-ready skills for the ever-changing job market. Experiential learning is guided by expert faculty and includes field placements, applied research, co-ops, and other hands-on opportunities. This focus on integrating work into learning provides DC grads with the skills and knowledge they need to adapt to the ever-changing workforce.

As a leader in innovative teaching and learning, DC stands out with its diverse range of market-driven programs across various disciplines. From culinary management, to farming and horticulture, business and IT, construction and trades, science and technology, health care, engineering, social and community services to media, art and design, each program is designed to equip students with the skills and knowledge they need to excel in their chosen fields or pursue further studies.

Our modern campuses are located in Whitby and in Oshawa, where we share a footprint with Ontario Tech University. DC offers over 145 programs – including six bachelor's degrees and 11 apprenticeship programs – to more than 11,400 full-time post-secondary and 2,200 apprenticeship students. In addition, approximately 14,600 students participate in professional and part-time learning, and over 125,000 alumni represent the college, both locally and around the world. DC has been recognized perennially as a Top 50 Research College in Canada, an achievement we have earned over ten times.

DC is a driving force in the Durham Region, with an estimated annual economic impact of more than \$913 million. We are proud to be an active and engaged member of the communities we serve, contributing resources and expertise to enhance social and economic well-being through partnerships, investments, and collaboration.

The College shares a unique relationship with Ontario Tech University, collaborating closely while providing students with access to shared resources, including facilities, libraries, research centres, and recreational facilities. This partnership fosters a vibrant shared academic community enhancing both practical and theoretical learning and preparing students for the evolving workforce. This partnership has continued to evolve since the creation of the University in 2002, with shared technology services, campus facilities, and campus safety and security.

The Role

Reporting to the Vice-President, Strategic Infrastructure and Campus Safety, the Associate Vice-President, Facilities provides strategic and operational leadership for Durham College's physical infrastructure, including two campuses.

The AVP takes a forward-thinking and collaborative approach to campus operations and planning, leading a broad portfolio that includes campus planning, facilities operations, capital development, maintenance, sustainability initiatives, and environmental stewardship. This role ensures that Durham's physical environments are safe, efficient, welcoming, and aligned with institutional priorities. The AVP provides advice and expert leadership on complex capital projects and infrastructure systems, while fostering inclusive, accessible, and future-focused campus environments. Working together with residence partners, they also support the delivery of a robust and inclusive living and learning environment.

Key areas of responsibility include:

Strategic Campus and Capital Planning: Acts as the DC lead on the development and renewal of campus master plans, infrastructure strategies, major building projects, and capital priorities. Oversees the planning, budgeting, and delivery of capital projects and deferred maintenance, ensuring alignment with institutional objectives, sound governance, and effective use of resources. Guides space utilization and infrastructure decisions to support a flexible and evolving campus environment.

Operations and Facilities Management: Provides direction and oversight for all aspects of campus operations, including maintenance, custodial services, building systems, utilities, and grounds. Establishes service standards and performance expectations that support a high-quality campus experience. Ensures that facilities operations are responsive, efficient, and continuously improving.

Sustainability and Environmental Leadership: Advances Durham College's commitment to sustainability by developing and implementing initiatives related to energy management, emissions reduction, waste diversion, and sustainable design. Ensures environmental compliance and promotes a culture of sustainability across campus operations and planning activities.

Collaboration and Institutional Partnership: Builds strong working relationships across academic and administrative areas to ensure that facilities planning and operations are aligned with institutional needs. Contributes to integrated planning processes and supports innovative approaches to space use, program delivery, and campus development.

Health, Safety, and Regulatory Compliance: Ensures all facilities and operations comply with applicable legislation, codes, and institutional policies. Promotes a strong culture of health and safety across campuses and ensures that systems, processes, and training support a safe and inclusive environment for students, employees, and visitors.

The Ideal Candidate

The ideal candidate is a visionary, strategic and collaborative facilities leader with a demonstrated ability to advance organizational priorities through innovative infrastructure and sustainability

strategies. A bold and solutions-oriented leader, they optimize existing resources while championing environmental stewardship and long-term institutional resilience. The successful candidate is data-informed, strategically focused, and highly collegial, valuing consultation, analysis, and transparency in decision-making while empowering their teams to thrive.

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 engineering, architecture, business, or a related field, or an equivalent combination of education and experience.
- Demonstrated technical engineering skills, evident through a P.Eng certification, as a Certified Engineering Technologist / Technician, or other combinations of education and experience.
- Extensive, progressive leadership experience in facilities management, infrastructure, or campus operations in a multi-site and complex environment.
- Strong financial acumen and project management skills as demonstrated by successfully leading large-scale capital projects and long-term asset planning.
- Experience working in unionized environments, including team leadership and labour relations.
- Strong understanding of building systems, infrastructure, regulatory compliance, and health and safety requirements.
- Proven ability to advance sustainability initiatives within operations and capital planning.
- Strong communication, relationship-building, and problem-solving skills.
- Commitment to equity, diversity, inclusion, and accessibility.

Skills and Attributes:

- Strategic thinker with the ability to translate vision into actionable plans
- Collaborative leader who builds trust across the College community
- Strong judgment and decision-making skills in complex environments
- Adaptable and resilient in the face of change and competing priorities
- Clear communicator who values transparency and accountability

Salary Range: \$159,252 - \$199,065

Vacancy Type: Currently vacant

KBRS does not use artificial intelligence to screen candidate applications.

Why Join Durham College?

Durham College offers an environment where innovation, inclusion, and student success are central to its mission. The Associate Vice-President, Facilities will play a key role in shaping the campus experience and supporting the College's continued growth and evolution as a key contributor to the region and its communities.

Application Process

Durham 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 Durham College 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 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: [Associate Vice President, Facilities | KBRS](#)