Director, School of Social Work

Memorial University
St. John's, NL

Memorial University is seeking a consultative, strategic leader to serve as its next Director of the School of Social Work.

The Organization

We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

Memorial University is committed to employment equity and diversity and encourages applications from all qualified candidates, including women; Indigenous peoples; people of any gender identity or expression; racialized persons; and persons with disabilities. We acknowledge and value diverse career paths, ways of knowing, and forms of communicating knowledge.

Founded in 1925, Memorial University is Newfoundland and Labrador's only university and one of Atlantic Canada's leading teaching and research institutions. Memorial serves more than 18,000 students and employs approximately 3,850 faculty and staff from over 115 countries. With campuses and teaching locations throughout Newfoundland and Labrador and beyond, Memorial is recognized for its commitment to teaching, research, innovation, and public engagement.

Led by a diverse team of staff and faculty, the faculty and staff of Memorial's School of Social Work is the province's only provider of professional social work education. Throughout its 60-year history of providing social work education, the School has prepared social work professionals to make an impact coast to coast to coast. The School offers undergraduate and graduate programs through a combination of on-campus and distance delivery to approximately 400 students. Faculty and students engage in critical theories and socially engaged community-based practice, research, and scholarship, including community service learning, critical social policy, 2SLGBTQIA+ studies, critical gerontology, critical disability studies, mad studies, settlement and integration, anti-colonialism and decolonization, and anti-Black racism. In 2019, Memorial University and Nunavut Arctic College entered into a historic 10-year partnership, increasing student accessibility to post-secondary education opportunities in Nunavut through joint credentials. Two professional degree programs, B.Ed. and B.SW., are successfully underway.

As society continues to respond to complex social, economic, and health challenges, the School plays a critical role in preparing future social work professionals and scholars to support individuals, families, and communities throughout Newfoundland and Labrador and beyond.

The Role

The Director serves as a senior academic leader and is responsible for fostering excellence in teaching, research, service, and student success within the School of Social Work, while also serving as a consultative and strategic leader for colleagues at the School of Social Work. The Director also provides financial and operational leadership for the School and serves as its primary ambassador. Working collaboratively with faculty, staff, students, alumni, community organizations, government partners, professional bodies, and Indigenous communities, the Director will define and advance a clear strategic direction aligned with the School's priorities and Memorial University's mission. The Director is responsible for managing the School's people and culture initiatives, fostering an equitable, inclusive, and collegial environment. The successful candidate will support the continued growth and impact of the School's research activities, champion high-quality educational programming, and strengthen the School's influence provincially, nationally, and internationally. The Director will foster collaborative relationships and partnerships that position the School to respond to emerging societal needs and opportunities while advancing its vision of connecting people, improving lives, and creating social change for a just and inclusive province and world through transformative social work education, research, and community engagement.

Key Areas of Oversight and Responsibility

- **Administrative Leadership** – Provides leadership in managing the School's operations, budget, and resources; supports faculty and staff development and mentorship; promotes healthy workplace practices; ensures accountability and effective governance; and demonstrates sound judgement in the management of risk and organizational priorities.

- **Collaborative and Visionary Leadership** – Develops and inspires a collegial vision for the School aligned with Memorial University's strategic priorities; works collaboratively with faculty, staff, and students to advance School goals; promotes transparency and effective decision-making; fosters a respectful culture of collaboration, inclusion, integrity, and excellence; supports recruitment and retention efforts; and champions equity, diversity, inclusion, accessibility, anti-racism, and Indigenization.

- **Relationship Building** – Develops and maintains meaningful relationships with students, alumni, community organizations, governments, professional associations, Indigenous communities, and other stakeholders; strengthens partnerships across Memorial University's faculties and campuses; and enhances the visibility and impact of the School locally, nationally, and internationally.

- **Research and Scholarly Activity** – Fosters research productivity, scholarship, and knowledge mobilization; supports interdisciplinary collaboration; advances opportunities for community-engaged research; encourages diverse perspectives and methodologies; and promotes socially responsive scholarship that addresses complex societal challenges.

- **Teaching and Learning** – Prioritizes student-centredness as a guiding principal; oversees undergraduate and graduate programming and promotes excellence in teaching and learning; supports academic planning and innovative curriculum development; strengthens student learning experiences and professional preparation; supports the delivery of programs through multiple modalities; and advances initiatives related to social justice, anti-racism, decolonization, and community engagement.

The Ideal Candidate

The ideal is an open and collegial academic leader with an established record of scholarship, teaching, and service within the social work profession. You are recognized for your collaborative, relational, and participatory leadership style and your ability to build meaningful relationships across diverse communities and stakeholder groups. The ideal candidate understands the opportunities and challenges facing social work education, research, and practice, and are committed to preparing graduates who can contribute meaningfully to social change and community well-being. You lead through consultation, engagement, and partnership while maintaining the ability to make thoughtful decisions and communicate them effectively.

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.

- An earned PhD, terminal degree, or satisfactory combination of education and experience in Social Work or a closely related field is preferred. The successful candidate must demonstrate the scholarly, professional, and administrative experience and expertise in social work education required under CASWE-ACFTS accreditation standards.
- A scholarly record consistent with appointment at the rank of tenured Professor or Associate Professor.
- An established record of teaching, research, and service within social work education.
- A demonstrated record of successful academic leadership and administrative experience within a university or equivalent environment.
- Experience in financial and budget management and resource allocation.
- Experience leading strategic planning and organizational initiatives.
- A demonstrated understanding and commitment to equity, diversity, inclusion, accessibility, anti-racism, and Indigenization.
- Strong understanding of contemporary issues facing social work education, research, and professional practice.

Skills and Attributes:

- An ability to promote authentic, collaborative, and collegial leadership in the context of institutional transformation.
- The ability to develop productive partnerships with community organizations, governments, Indigenous communities, and professional associations.
- Excellent communication, relationship-building, and active listening skills.

- The ability to inspire, promote growth, and engage faculty, staff, students, alumni, and community partners around a shared vision.
- The ability to navigate complexity while maintaining focus on strategic priorities.
- The ability to lead with transparency, respect, trust, and inclusivity.

Why Join Memorial University?

This is a unique opportunity to lead Newfoundland and Labrador's only School of Social Work at a pivotal time for the profession and the communities it serves. As Director, you will work with an engaged and accomplished community of faculty, staff, students, alumni, and partners to advance excellence in teaching, research, scholarship, and community engagement while strengthening the School's impact across the province and beyond.

Apply Now

To Apply

If you are interested in this opportunity, submit your full application package online at: Director of Social Work | KBRS

For other inquiries, contact Michelle Doyle at mdoyle@kbrs.ca for other inquires.

Memorial University values people's different needs and will take all reasonable steps to ensure accommodation for applicants throughout the recruitment and hiring process. We will provide accessibility and support to applicants upon request. If you need accommodation in order to participate as a candidate in the recruitment process, please contact accommodate@kbrs.ca or communicate your needs to the recruitment professional named in the job description.