Provost and Vice-President Academic, Laurentian University

Sudbury, Ontario

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Laurentian University is seeking a visionary and empathetic leader to take on a unique opportunity as Provost, building a lasting legacy by leading Laurentian’s academic enterprise during a phase of institutional transformation.

The Organization

Laurentian University is located within the territory of the Robinson-Huron Treaty of 1850 and recognizes its placement on the traditional lands of the Atikameksheng Anishnawbek, as well as its proximity to Wahnapitae First Nation.

The University currently serves approximately 6000 students and is one of two bilingual universities in the province of Ontario. Committed to its bilingual, tricultural mandate, Laurentian University offers an outstanding university experience in English and French with a comprehensive approach to Indigenous education. Laurentian’s beautiful, forested campus is surrounded by fresh-water lakes, conservation lands and hundreds of kilometres of cross-country and hiking trails while situated in the geographic centre of Greater Sudbury, northern Ontario’s major urban centre (population 160,000). Laurentian University has close and productive ties to Science North, Sudbury Neutrino Observatory Lab (SNOLAB), Health Sciences North and multiple post-secondary institutions.

Recently celebrating its 60th anniversary, Laurentian’s vision for the future is as a university focused on the needs of the north and the communities it serves. The University prepares its graduates to be the next generation of leaders who bring innovative solutions to local and global issues.

The Role

Reporting to the President and Vice-Chancellor, the Provost and Vice-President Academic is the chief academic officer of Laurentian University and provides leadership for all academic programs and initiatives at the institution, both Francophone and Anglophone. The Provost and Vice President Academic is responsible for overseeing the university's academic policies, procedures, strategic planning and development activities. The incumbent works collaboratively with faculty, staff, and administrators to ensure the delivery of high-quality education, promote academic excellence, and foster a positive and inclusive learning environment supporting its tricultural and bilingual mandate. They play a key role in the implementation of the University’s next strategic plan and transformation plan. As a member of the University's Senior Executive Team, they collaborate with peers to drive the academic mission of the
institution, while ensuring long-term sustainability, community engagement, and institutional reputation.

The Ideal Candidate

As the ideal candidate, you are an experienced and visionary academic leader with strategic thinking and collaborative skills, and a commitment to diversity and inclusion. Your expertise in program development, quality assurance, and resource management, coupled with your commitment to academic integrity and responsible research practices, position you as an inspiring leader who can effectively shape the university's academic direction and enhance its reputation. You have a strong background in research and teaching, and a proven track record of successfully managing academic programs, promoting excellence, and fostering an inclusive and vibrant learning environment. You have demonstrated success in managing change, building effective policies and procedures, and making transparent and sound decisions that align with Laurentian’s institutional culture and values. You use your excellent communication and interpersonal skills to build trusting relationships, resolve conflicts, and engage with all constituents.

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 doctoral degree in a relevant field.
- Extensive experience in academic leadership roles, preferably at the provost, vice-president, dean, or associate vice-president level.
- Commitment to Indigenization and decolonization, as well as diversity, equity, and inclusion in all aspects of academic life, demonstrated in actions and decisions you have taken.
- Demonstrated success developing and executing on a vision and strategic plan.
- Demonstrated experience in academic planning, program development, and quality assurance.
- Experience developing and reviewing academic policies, procedures, practices, and processes.
- Strong knowledge of current trends and best practices in higher education and familiarity with accreditation standards and processes.
- Success in fostering positive relationships and partnerships with university departments, unions, associations, and among faculty, staff, and students.
- Demonstrated skill and transparency in strategic financial management and long-term resource planning.
- A demonstrated track record of success in managing change, organizational transformation and rebuilding in a unionized environment.
• Ability to communicate in both official languages is required; as an inclusive university with a tricultural mandate, Indigenous candidates need to be fluent in one official language.

You are someone with:

• A credible, collaborative, and consultative leadership style, able to empathetically manage change.
• The ability to collectively inspire and motivate large groups of people with authenticity and integrity.
• The ability to build and lead a high-performing team and engage with internal and external partners to achieve goals and outcomes.
• Courage, with the ability to effectively explain decisions and bring clarity to complex issues to a variety of audiences.
• A high capacity to balance multiple priorities while being responsive.

If you are interested in this opportunity, contact Kyle Steele at ksteele@krbs.ca or Dr. Jennie Massey at jmassey@krbs.ca or submit your full application package online at: kbrs.ca/career/17017

Employment Equity at Laurentian

Laurentian University is an inclusive and welcoming community committed to employment equity. Applications are encouraged from members of equity-seeking communities including women, racialized and Indigenous persons, persons with disabilities, and persons of all sexual orientations and gender identities/expressions.

Laurentian University is committed to providing an inclusive and barrier-free experience to applicants with accessibility needs. Requests for accommodation can be made at any stage during the recruitment process. Please contact accommodations@kbrs.ca to request accommodation.

All qualified persons are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority.

To comply with federal laws, the University is obliged to gather statistical information as to how many applicants for each job vacancy are Canadian citizens / permanent residents of Canada. Applicants need not identify their country of origin or citizenship; however, all applicants must include one of the following statements: “I am a Canadian citizen / permanent resident of Canada”; OR “I am not a Canadian citizen / permanent resident of Canada” in their cover letter. Applications that do not include this information will be deemed incomplete.