Vice-President, People & Culture

Dalhousie University is located in Mi’kma’ki, the ancestral and unceded territory of the Mi’kmaq. We are all Treaty people.

We recognize that African Nova Scotians are a distinct people whose histories, legacies and contributions have enriched that part of Mi’kma’ki known as Nova Scotia for over 400 years.

Founded in 1818, Dalhousie is located in the Province of Nova Scotia (in the territory of Mi’kma’ki) with 21,000 students on four campuses in Halifax and Truro, and satellite locations in Yarmouth and Saint John, New Brunswick. Nova Scotia is growing rapidly, and Halifax itself is one of Canada’s fastest growing cities with a booming technology community and a diverse economy fueled by proximity to the Atlantic Ocean. With more than 6,000 employees, Dalhousie is one of Nova Scotia’s largest employers and the university benefits locally, regionally, and nationally from a reputation as a high-quality employer. As we strengthen our important role in service to our province and our communities, our strategic plan, Third Century Promise signals our long-term ambitions while providing a clear, actionable strategy to guide us over the course of five years.

Dalhousie is seeking an inaugural Vice-President, People & Culture. This is a transformative leadership opportunity to champion progressive people and culture strategies and change in alignment with the university’s academic mission and strategic plan.

Reporting to the President and Vice-Chancellor and working as a key member of the senior leadership team, the Vice-President, People & Culture (Vice-President) is a strategic, trusted advisor, role model, and ambassador for the university’s values. As a sought-after partner, they work with academic, administrative, and union leadership to ensure Dalhousie’s people and culture goals and core values are aligned and fully embedded across the institution so that all members of the university community feel included, motivated, and supported to excel in their careers and in advancing the mission of the university. Working with a talented team, the Vice-President leads and directs the university’s full range of people and culture functions and services including accessible employment, HR data and systems, total compensation, staff and faculty relations, employment equity, recruitment and retention, organizational health, and learning and career development. In pursuit of modern, service-oriented people and culture practices, the Vice-President promotes new and enhanced policies, systems, and initiatives that foster a safe, transparent, healthy, and productive working culture.

Together with the Vice-Provost, Equity & Inclusion, the Vice-President is a co-lead of the Inclusive Excellence pillar in the strategic plan. The Vice-President works closely with internal and external communities, including African Nova Scotian and Mi’kmaw communities, other senior leaders, and with equity-deserving groups across the university to inspire and enact progressive change, enrich and diversify the faculty and staff complement, and foster a sense of opportunity and belonging for all employees across the university.

The ideal candidate has senior leadership experience in HR, a track record of driving people and culture strategies and transformation in a complex, unionized environment, and a bachelor’s degree in a relevant discipline. They bring a breadth of experience and proven leadership in equity, diversity, inclusion, and accessibility (EDIA), and will work in partnership with other senior leaders and with community to both champion and operationalize the university’s commitment to inclusive excellence. A confident communicator who listens effectively and is not afraid to lead difficult conversations, the ideal candidate is able to build credibility and trust across difference. The Vice-President is both collaborative and decisive, drawing upon diverse experiences to shift culture, introduce and implement change, and resolve issues. An inspiring and inclusive people leader, with demonstrated experience building, mentoring, and empowering high-performing diverse teams, they are known for their solution-focused approach and ability to advance critical priorities that lead to impact.
To learn more about Dalhousie University please visit:  www.dal.ca

Dalhousie University commits to achieving inclusive excellence through continually championing equity, diversity, inclusion, and accessibility. The University encourages applications from Indigenous persons (especially Mi'kmaq), persons of Black/African descent (especially African Nova Scotians), and members of other racialized groups, persons with disabilities, women, persons identifying as members of 2SLGBTQ+ communities, and all candidates who would contribute to the diversity of our community. For more information, please visit www.dal.ca/employment-equity.

To express interest in this opportunity, please submit a PDF including your resume, cover letter, and completed self-identification questionnaire online by clicking “Apply.” To learn more, please contact Amy Reid at areid@royerthompson.com or Jenna Gromack at jgromack@royerthompson.com.

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