

Dalhousie University attracts more than 20,000 high-achieving, motivated and engaged students from around the world to its four campuses. In its more than 200 undergraduate and graduate programs, Dalhousie provides a unique, interactive, and collaborative environment for creating and sharing knowledge. Dalhousie prioritizes an exceptional student affairs practice based on evidence-informed decision making, clearly articulated goals, and a campus-wide holistic approach to providing a world-class student experience. We know that our students are the foremost reason for Dalhousie's existence and purpose. Our graduates are our strongest ambassadors, and their experience with us and their success is a key driver of the University's reputation and legacy.

Read more about Dalhousie's vision for an exceptional student experience in our recently launched [Strategic Plan](#).

Dalhousie is seeking a **Vice-Provost Student Affairs** to lead this key portfolio. A member of the leadership team reporting to the Provost and Vice-President Academic, the Vice-Provost Student Affairs provides strategic leadership and overall direction to the development and delivery of a range of student affairs programs, services, and resources that enhance the student experience, including student access, inclusion, engagement, wellness, and success, both in and out of the classroom. The Vice-Provost Student Affairs has leadership and oversight of the Division of Student Affairs comprising more than 200 staff across 16 units. The Vice-Provost Student Affairs is responsible for strategy, policy development, program development and implementation, and management of all matters relating to the provision of an exemplary student experience. The Vice-Provost Student Affairs has strategic leadership responsibility for enabling integrated and engaged learning that connects academic programming and co-curricular activities and fostering and supporting a culture of equity and belonging that welcomes and embraces diverse backgrounds, identities, ideas, perspectives, and ways of knowing and being.

As the ideal candidate, you have an advanced degree in a relevant field and proven experience as a progressive senior student affairs leader in an academic institution. You bring a deep understanding of the current and emerging issues for students in the post-secondary environment. You are a visionary leader and energetic change manager who can successfully lead new initiatives, collaborate across administrative and academic units, and inspire a team of dedicated student-focused professionals.

You have a strong understanding of contemporary student affairs research, theory, and emerging trends in student service delivery as well as significant experience in the development and introduction of innovative policies and programs that support diverse students' learning and development. Experience in mentoring and coaching students and your team, in overseeing complex budgets with multiple funding partners, and in crisis and issues management, make you well suited for this opportunity.

In addition to the above, it is critical that the next Vice-Provost Student Affairs demonstrate a sustained and authentic commitment to equity, diversity, inclusion, and accessibility. For this reason, the committee will be evaluating candidate applications using the below identified *Inclusive Excellence* hiring criteria. To be considered qualified, candidates must clearly demonstrate a minimum of two of the following criteria in their application materials:

- A record of participating in ongoing learning and engagement in the areas of equity, diversity, inclusion, and accessibility
- Demonstrated leadership related to research, policy, or programs that engage and support underrepresented student populations
- A record of engaging in service with underrepresented communities

- Demonstrated knowledge of barriers (systematic, historic, issues of access) for underrepresented or non-traditional students
- Experience supporting and mentoring underrepresented and/or non-traditional students
- Expertise in cross-cultural communication and collaboration

If you are interested in this opportunity, contact Katherine Frank at kfrank@kbrs.ca or Jennifer Massey at jmassey@kbrs.ca, or submit your application online at: www.kbrs.ca/Career/14847

In keeping with the principles of our Employment Equity Policy and the priorities outlined throughout our new Strategic Plan, and with an aim to increase the representation of underrepresented groups in leadership positions at Dalhousie, this search for a new Vice-Provost Student Affairs will be restricted to candidates who self-identify in one or more of the following groups: Indigenous persons (especially Mi'kmaq), persons with a disability, racially visible persons (especially historic African Nova Scotians), women, and persons of a minority sexual orientation and/or gender identity. Applications from candidates who identify as Black and/or Indigenous persons will be actively encouraged and prioritized through our recruitment process. For more information, please visit www.dal.ca/hiringfordiversity or review our Strategic Plan here: <https://www.dal.ca/about-dal/leadership-and-vision/strategic-plan/our-shared-plan.html>

If we contact you for an interview and you are a person with a disability who requires technical aids or alternative arrangements, please let us know of these needs and any way in which we can be of assistance. Dalhousie University recognizes its obligation to accommodate candidates in order to ensure full, fair, and equitable participation in the hiring process. Our complete Accommodation Policy can be viewed [here](#).

Dalhousie University supports a healthy and balanced lifestyle. Our total compensation package includes a defined benefit pension plan, health and dental plans, a health spending account, an employee and family assistance program and a tuition assistance program.