



Vice-President, People & Culture

This exciting opportunity will appeal to a strategic HR leader energized by the prospect of playing a lead role in helping shape the future of Fleming College. As a priority, you'll develop and implement an HR strategy that produces positive outcomes for the College's ambitious strategic goals, lead an effective HR team, establish progressive talent management practices, and advise the President on all things people.

Fleming is located in the heart of the Kawartha Lakes Region in Central Ontario... a beautiful place to live and work, surrounded by natural beauty and a mere 90 minutes north-east of Toronto. The College's 6,000 full-time and 10,000 part-time students, including hundreds of international students, attend at campus locations in Peterborough, Lindsay, Haliburton, and Cobourg. Fleming offers more than 100 full-time programs in Environmental and Natural Resource Sciences, Fine Arts, General Arts and Science, Technology, Skilled Trades, Community Development, Health, Business, and Justice as well as other Continuing Education courses. Fleming is also extremely proud of their more than 80,000 Fleming alumni who are contributing to their communities in the region, across the province and around the world.

Fleming is seeking a dynamic, collaborative people leader with a passion for education and service to students. As **Vice-President, People & Culture**, you'll help to infuse positive college-wide accountability for student success and for meeting the College's strategic goals.

Reporting to the President and as an integral member of the Senior Management Team, you'll provide expert strategic advice on human resources opportunities & challenges. Accountable for the design, implementation and integration of efficient and effective human resources services and organizational practices, you'll ensure high-quality and cost-effective services are in place and optimized to support the strategic direction of the College.

You're a champion of change, open and persuasive communicator, coach, and team builder, fully prepared to lead the College-wide development and implementation of high-performing teams. You'll promote Fleming as an employer of choice through innovative talent acquisition, employee engagement and succession planning strategies. As a capable negotiator and consensus builder who values collaboration, you will maintain productive relationships with OPSEU bargaining unit locals and will build positive relationships with employees throughout the organization.

An accomplished senior leader, you will have demonstrated success in developing and implementing sound HR strategies that strengthen organizational culture and drive excellence. A master's degree in a relevant discipline would be considered an important asset and a CHRL or CHRE designation is preferred.

This key mandate calls for the expertise and insight of an HR professional whose experience combines strategic-level HR planning with a hands-on approach regarding day-to-day HR operations, from applying diverse human resources legislation to dealing with complex personnel and labour relations issues. As such a leader, you are adept at alternative dispute resolution as well as working collaboratively and persuasively with colleagues within an environment that promotes accountability, teamwork, transparency, respect, trust, and integrity.

It is vital that you demonstrate the importance of promoting diversity, inclusion, and accessibility at all levels in the organization.

To apply to these senior human resources leadership role, submit your application to Phelps by clicking here: <https://bit.ly/3hOvPhd>

Application deadline: **January 27, 2023.**

Fleming College is committed to building a diverse, inclusive, and accessible learning and working environment. We welcome and encourage applications from those who would contribute to the further diversification of our community including, but not limited to, women, racialized persons, Indigenous people, persons with disabilities, and persons of any sexual orientation or gender identity.



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