



Associate Vice-President, Recruitment and Student Mobility – Humber College

Humber College is actively seeking an innovative and collaborative leader to service as their inaugural **Associate Vice-President, Recruitment and Student Mobility**.

Humber College

Located in Toronto, one of the most diverse cities in the world, Humber College is one of Canada's leading post-secondary institutions with six Faculties, two campuses and one downtown location. Transforming post-secondary education through global, polytechnic leadership, Humber is designated an Institute of Technology and Advanced Learning.

A founding member of Polytechnics Canada, Humber College is one of the largest postsecondary institutions in Canada with over 89,000 learners. Humber emphasizes experiential, career-focused education and provides a broad range of credentials including bachelor's degrees, diplomas, apprenticeship training, certificates, and graduate certificates. Committed to student success through excellence in teaching and learning, Humber offers both full-time and continuous professional learning programs.

Humber has provided high quality post-secondary education and a rich academic experience for its students for over 50 years. Humber's award-winning faculty members have advanced academic credentials, industry experience and employ the latest technology and teaching methodologies in state-of-the-art labs and classrooms that simulate a real-world working environment.

The college's polytechnic approach includes a wide range of credentials with well-established pathways between them, as well as partnerships with industry, community agencies, and other domestic and international educational institutions, providing students with access to industry leaders and work experience.

In addition to its academic excellence, Humber College is a leader in providing a learning, working and living environment that through our staff, structures and values, embeds equity, diversity and inclusion (EDI) into its programs and services. Each department and Faculty is actively implementing the Indigenous Education Plan (IEP) to achieve institutional commitments to Indigenous Education and Engagement as a means of guiding ongoing and future development of programs and services in support of Indigenous learners, families, and communities.

The Opportunity

Reporting to the Vice President, Students and Institutional Planning, the **Associate Vice President, Recruitment and Student Mobility** will be responsible for managing and directing all domestic and domestically-based recruitment activities related to achieving enrolment goals for the College. The AVP Recruitment and Student Mobility will provide leadership to all aspects of domestic and domestically-based recruitment through participation in development and approval of related marketing strategies and leadership of the college's Marketing, Recruitment and Conversion Committee.

As a senior leader in the division, the AVP Recruitment and Student Mobility will develop and oversee strategies to attract top students locally, nationally, and internationally from domestic pools of prospective students. A key responsibility of the role will be monitoring government and college policies and practices nationally and internationally that may affect the College's ability to meet its enrolment objectives.

The AVP Recruitment and Student Mobility will be responsible for capturing and analyzing student and global



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market trend data that anticipates upcoming opportunities and risks and monitoring their impact on college enrolment goals and resources. They will collaborate with relevant departments and divisions to further the College's continuous improvement of recruitment practices.

The role will provide the opportunity to bring together the best of traditional recruitment practices with innovative means of attracting students who come to Humber College at all stages of their academic and life journeys. This will include the existing Recruitment Office and will begin to bring together recruiting roles positioned throughout the institution. It will also provide leadership and direction to the unit supporting the myriad of transfer and pathway students who progress both within and from outside of Humber.

The Ideal Candidate

The ideal candidate will be a seasoned student recruitment and enrolment management leader that inspires and supports innovative thinking, with the ability to develop and articulate a clear direction and vision. You have a thorough understanding of domestic and international recruitment and admissions roles and have demonstrated leadership through achievement of enrolment management outcomes. You have also demonstrated deep conceptual understanding of the relationship between digital marketing and the achievement of enrolment goals. You have leadership experience in a dynamic post-secondary environment, with knowledge of emerging issues and trends in higher education. Not only are you a strategic thinker, but you also have comfort and strength in being a hands-on leader who has close involvement with on-the-ground initiatives. As an inclusive people leader, you are committed to fostering a workplace culture of belonging, where diversity is celebrated, and equity is a core value. You are highly proficient in data analysis and leveraging data to inform decision-making. As a results-driven leader, you challenge yourself and the team to set high expectations, and you assume personal responsibility for achieving outcomes. As the ideal candidate, you will possess a Master's degree in business administration, public administration/relations, higher education administration, marketing, or related discipline.

Humber College is located within the traditional and treaty lands of the Mississaugas of the Credit. Known as Adoobiigok, the "Place of the Alders" in Michi Saagiig language, the region is uniquely situated along the Humber River Watershed, which historically provided an integral connection for Anishinaabe, Haudenosaunee, and Wendat peoples between the Ontario Lakeshore and the Lake Simcoe/Georgian Bay regions. Now home to people of numerous nations, Adoobiigok continues to provide a vital source of interconnection for all.

If you are interested in this opportunity, please apply online at <http://www.kbrs.ca/career/17509>. For more information, contact Katherine Frank (kfrank@kbrs.ca) or Lauren Wright (lwright@kbrs.ca).

Humber College is committed to a workforce that reflects the diversity of our students and our city. We actively seek Indigenous Peoples and individuals from equity-deserving groups with demonstrated skills and knowledge to deal with all aspects of equity, diversity and inclusion in a post-secondary environment. Humber College is committed to accommodating applicants with disabilities throughout the hiring process, in accordance with the Accessibility for Ontarians with Disabilities Act (AODA). This document is available in alternate formats upon request.

All qualified candidates are encouraged to apply; however, preference will be given to Canadian citizens and permanent residents.



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KBRS will provide support in the recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. If you require accommodation in order to participate as a candidate in the recruitment process, please contact accommodate@kbrs.ca.