



Job Advertisement
Associate Vice-President, Indigenous Leadership, Innovation and Partnerships, Student Services
Competition Number 1361

About Kwantlen Polytechnic University

At Kwantlen Polytechnic University (KPU) we combine academic excellence with practical, hands-on and experiential learning opportunities that prepare our graduates for successful and rewarding careers, while also providing them with the critical understanding necessary for good citizenship.

We ensure that our graduates are prepared for a lifetime of learning and re-learning so they can adapt to the fast pace of change in the workplace and in society at large.

Proudly sharing the name of the Kwantlen First Nation, the word 'Kwantlen' means Tireless Runner, and is reflected in the university's motto: "through tireless effort, knowledge, and understanding." The representation of a wolf and salmon in KPU's Coat of Arms, was created by former KPU Fine Arts student, Brandon Gabriel, nephew of the hereditary Chief of the Kwantlen People, Chief Marilyn Gabriel.

Located in the Lower Mainland region of British Columbia, KPU offers a diverse range of credentials – including certificates, citations, diplomas and bachelor's degrees – designed to successfully meet the evolving needs of regional and global employment markets. We offer work-integrated and service learning, connections to business and industry, and a supportive learning environment.

Our post-baccalaureate and graduate diplomas further enhance opportunities for working professionals to augment their knowledge and skills.

With programs in Arts, Business, Science and Horticulture, Health, Design, Trades and Technology, English language studies, adult upgrading and qualifying studies, KPU has proudly served the South Fraser Region of the Lower Mainland since 1981.

KPU has five campuses: three in Surrey, and one each in Richmond and Langley, with nearly 1,500 employees and over 20,000 students. We work, study, and live in a region south of the Fraser River which overlaps with the unceded traditional and ancestral lands of the Kwantlen, Musqueam, Katzie, Semiahmoo, Tsawwassen, Qayqayt and Kwikwetlem peoples.

As Canada's only polytechnic university, we offer you the opportunity to make a positive impact on your community through a meaningful career working in a collaborative and inclusive culture.

Join us and put your thoughts into action.

The Position

KPU is seeking an Associate Vice-President, Indigenous Leadership, Innovation and Partnerships. This role reports to the Vice President, Students. Reporting directly to this position is the Manager of Indigenous Services for Students, the Communications and Events Coordinator and other

support positions. The Associate Vice-President (AVP), Indigenous Leadership, Innovation and Partnerships is responsible for the overall Indigenous leadership, innovation, partnerships, and strategic planning at KPU. The AVP will provide leadership and support KPU's efforts towards truth and reconciliation, and provide senior advice and guidance on how KPU can work towards decolonizing and Indigenizing the university's structure. The position works collaboratively across all campuses, with a variety of internal and external stakeholders to develop relationships and ensure effective education and service for Indigenous learners. The AVP plays a key role in keeping the University engaged with the external Indigenous communities and in promoting the importance of Indigeneity and reconciliation.

Want to know more?

Click here to view the full [position description](#) and [executive profile](#).

Who are we looking for?

- Strong preference given to candidates who identify as an individual with Indigenous heritage, inclusive of status and non-status First Nations, Métis, and Inuit.
- Relevant lived and professional experience rooted in local Indigenous communities, knowledges, and traditions is preferred.
- Experience in leading and implementing change, including developing new strategies, policies and procedures.
- Extensive managerial and collegial leadership with the ability to serve as a representative and advocate for institutional resources that support Indigenous learners.
- Demonstrated commitment to promoting and fostering student success.
- Demonstrated understanding and leadership in support of UNDRIP and the Truth and Reconciliation Commission (TRC) calls to action.
- Demonstrated experience with leading and implementing institutional change initiatives
- Ability to plan and manage at both the strategic and operational levels and successfully lead and manage change in a multi-union, complex environment.
- Knowledge of key partner organizations in this field.
- Understanding of the Canadian education system and academic policies and processes that contribute to a quality student experience.
- Experience in funding, grant and proposal writing.
- Demonstrated ability to present and converse with senior leaders within Indigenous communities and with senior stakeholders.
- Exceptional oral and written communication skills, including the ability to persuade and influence individuals and groups with diverse needs and interests.
- Knowledge of an Indigenous language would be an asset.
- Knowledge of budget planning, development and management.
- Intercampus travel is required; possession of a valid driver's license and access to a vehicle is preferred.

What education & experience should you have?

- Minimum of a Master's degree, preferably in Indigenous studies, Indigenous education or a related field.
- Minimum of 10 years of related leadership experience, preferably in a public sector environment.
- Preferred 5 years of related community and Indigenous outreach experience, preferably in a post-secondary or public sector environment.
- Or an equivalent combination of education and experience.

The Location:

KPU is a multi-campus institution, frequent travel between campuses will be required. A hybrid of work from home and work from campus is offered.

Does this role sound like it was made for you, yet you don't check every box?

We at KPU understand that experiences and qualifications may look differently for everyone and, if this job description is of interest to you, we encourage you to apply.

Note to Applicants:

Kwantlen Polytechnic University welcomes and encourages applications from equity deserving groups and diverse experiences including, but not limited to, Indigenous people, racialized people, people with disabilities, and members of the 2S/LGBTQIA+ community.

If there are any barriers that you are experiencing or an accommodation that we can provide to support you through the application process, please reach out to us at humanresources@kpu.ca.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

We thank all applicants for their interest in employment with KPU. Only those selected for an interview will be contacted.

Kwantlen Polytechnic University is committed to protecting the safety and welfare of employees, students, and the general public, and upholding the reputation and integrity of the University. For this reason, final applicants will be asked to undergo a background check.

Position will remain open until filled. Applications must be submitted via the online Career Centre - email applications will not be considered.

For inquiries or recommendations related to this position, please contact:

Brittany Berger

Interim Human Resources Business Partner

Email: brittany.berger@kpu.ca