

## **Associate Vice-President, Human Resources**

MacEwan University is an institution which is continuously evolving and adapting to meet the changing needs of its students and the communities it serves. Today, MacEwan offers student-focused instruction and inspires students through a powerful combination of academic excellence and personal learning opportunities in a creative, collaborative, and supportive learning environment. The University's comprehensive credential and program offerings engage just over 19,000 full- and part-time students in more than 65 programs in the liberal arts, business/commerce, communications, education, engineering, health and human services, performing and visual arts, physical education and science and across nine baccalaureate degrees, two applied degrees, and many diploma, university transfer, and certificate programs, all built on the academic foundation of undergraduate education. As the hub of creative, scholarly, and cultural activity in downtown Edmonton, the university has adopted values of curiosity, change, and optimism. MacEwan has four key strategic directions for the university: be a national leader in the implementation of the Truth and Reconciliation Commission Calls to Action; strengthen an extraordinary urban and metropolitan undergraduate student experience with an emphasis on student and alumni success; develop a capacity and reputation as an inclusive community university; and build on and promote a distinctive MacEwan curriculum, to provide greater flexibility and opportunities for life-long learning.

MacEwan University's Associate Vice-President, Human Resources (AVP, HR) leads the full range of HR functions and services including faculty relations, staff relations, insured benefits and pension administration, compensation, talent management, including recruitment, organizational learning and development, and data analysis. Reporting to the Vice-President, Resources and People and a key member of the senior administrative team, the AVP, HR is a strategic HR advisor to leaders across the University and a role model for MacEwan's values. Accountable for ensuring that HR strategy and service is aligned with the strategic objectives and supportive of the academic mission, the AVP, HR works in collaborative partnership with academic and administrative leaders across the University. In pursuit of excellent customer service, efficiency and contemporary HR practice, the AVP, HR promotes and exemplifies a culture of respect and collegiality.

As the ideal candidate, you bring significant leadership experience and understanding of the broad range of HR functions, from within a post-secondary environment. You have a keen understanding of contemporary HR practices and trends, most notably in labour relations, and have led the introduction of new programs, systems, and processes to support recruitment, engagement, development and performance of top talent. You are a creative and strategic advisor, able to successfully build cooperative relationships and find common ground with individuals from multiple stakeholder groups. You are comfortable taking a proactive approach to institutional needs and bring a commitment to removing barriers related to equity, diversity and inclusion. You are a team oriented, transparent and collegial leader and problem solver whose even-keeled demeanor, strong personal values and exceptional communication skills earn the respect and set the tone for those around you.

*We will provide support during the recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. If you require accommodation because of a disability or for any other reason during the interview process, please contact KBRS.*

*MacEwan University is committed to diversity, equity and inclusion. We encourage Indigenous people, persons living with a disability, sexual and gender minorities, women, and members of all minority groups to apply and self-identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.*

To learn more about this exciting opportunity, please call Katherine Frank or Jason Ozon at 902-421-9849 or to apply online, go to [www.kbrs.ca/Career/12836](http://www.kbrs.ca/Career/12836)