



Advertisement Content

Associate Vice-President, People and Culture – Mount Saint Vincent University

Mount Saint Vincent University (MSVU) is seeking a visionary leader and change manager to serve as the **Associate Vice-President, People and Culture**.

Recognized as a leader in innovative education, Mount Saint Vincent University (MSVU) is a dynamic and welcoming community. Tracing its development from academy to college to university, MSVU is a story of humanity and growth. MSVU is an institution that was established by women for the advancement of women with social responsibility and social justice at its core. Today, MSVU is strongly committed to fostering equity, diversity, inclusion, and accessibility (EDIA) and embraces the diversity of our community and is committed to efforts that enhance equity, diversity, inclusion, and accessibility across all facets of our university, within our local community, and in society at large.

From its inception, MSVU has been concerned about the wellbeing of individuals and communities, at home and abroad. Established by the Sisters of Charity in 1873, MSVU was one of the only institutions of higher education for women in Canada. At a time when women could not vote, MSVU provided an opportunity for women to learn and participate equally in society. In 1925, the Nova Scotia legislature awarded MSVU the right to grant its own degrees, making it the only independent women's college in the British Commonwealth. A new charter was granted in 1966, changing the name from Mount Saint Vincent College to Mount Saint Vincent University.

Mount Saint Vincent University acknowledges, with deep respect, the long history and cultural traditions of the Mi'kmaq. They are committed to maintaining and building relationships based on the principles of mutual trust, respect, reciprocity and collaboration in the spirit of reconciliation.

The Role

As a member of Management Forum and reporting to the Vice-President Administration, the Associate Vice-President (AVP), People and Culture is a senior staff member, and is responsible for the leadership and direction of the newly constituted People and Culture unit- its programs, operations, and success.

The Associate Vice-President will ensure consistency between People and Culture initiatives, programs, policies and services. The Associate Vice-President will also lead the development and implementation of key human resource strategies in alignment with the vision, the mission and the strategic plan of MSVU. In carrying out these responsibilities, the Associate Vice-President will work closely with the executive leadership team (ELT) and will actively engage all members of the University community in the achievement of its people goals through collaboration, relationship building and delivering the best human resources practices in support of effective operations. The Associate Vice-President People and Culture is a foundational role, driving the revitalization and modernization of the human resources strategies and related people processes for this evolving institution.

The Associate Vice-President should be a visionary leader and change manager who is able to articulate a bold direction, possessing the collaborative skills and capacities to make it happen.

The Ideal Candidate

The ideal candidate is known for exceptional leadership, integrity, team building and motivational skills. As a true generalist and subject matter expert, the Associate Vice-President People and Culture understands the integration of best practices from all and reporting, facets of human resources, including employee relations, organization development, policy development, strategic workforce planning, job and compensation evaluation, benefit administration, performance management, HR systems, occupational health and safety, and, very importantly, internal community engagement.

Experience and Qualifications

The Associate Vice-President, People and Culture should possess:

- An advanced degree (or equivalent) or professional accreditation or designation related to Human Resources;
- A minimum 10 years of progressive HR experience in a unionized environment (or equivalent);
- Proven performance in establishing a new office within a post-secondary, or similarly complex, environment;
- Demonstrated success in fostering development and growth opportunities within the People and Culture team as well as across campus.
- Demonstrated experience implementing inclusive initiatives and a proven commitment to advancing equity, diversity, inclusion, and accessibility (EDIA);
- Confidence to analyze processes, protocols and policies with the objective of optimization and the creation of opportunities to foster MSVU's culture and address institutional challenges.
- Personal belief that diversity and inclusion are integral components of a quality university experience, ready to champion an anti-oppressive, anti-racism framework.
- Excellent skills and significant experience managing at both the strategic and operational level in a complex environment, servicing a diverse group;
- Passion for the student, faculty and staff experience. Empathetic and as thoughtful about the students, faculty and staff as you are about human resources and how it can shape people, their work and the culture;
- Value the need for free thought and open dialogue while encouraging an environment that allows for the sharing of a variety of opinions and views;
- Experience conducting or overseeing investigations, using a trauma-informed approach;
- Proven success in navigating collective bargaining and collective agreements.

- Exceptional communication skills and the ability to negotiate across a diversity of cultures within academia, administration and the public at large; and
- Leadership experience within the post-secondary education sector is considered a strong asset.

To learn more about this opportunity, contact Katherine Frank (kfrank@kbrs.ca) or Abbey MacLeod (amacleod@kbrs.ca). Completed applications can be submitted online at www.kbrs.ca/Career/17562

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

MSVU is a member of the national Dimensions program and are committed to achieving the EDIA Action Plan created through this program. For more information please visit <https://www.msvu.ca/wp-content/uploads/2020/12/Dimensions-Action-Plan-PDF.pdf>

KBRS and MSVU 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