

## **Executive Director Human Rights, Equity and Inclusion**

This is a designated opportunity open to members of the following communities:

- Aboriginal/Indigenous people
- Members of racially visible groups, including African/Black Nova Scotians
- Persons with disabilities
- Persons of a minority sexual orientation, gender identity and/or expression

Working with colleagues across the province, the Executive Director position may be eligible for hybrid or remote work within Nova Scotia. You can review our FlexWork Policy at

<https://www.nsc.ca/about/publications/policies-procedures/policies/flexwork-policy.asp>.

NSCC is committed to being a fully inclusive and accessible post-secondary institution. Through focused efforts to remove systemic barriers, our Human Rights, Equity and Inclusion portfolio aims to foster an environment that's welcoming to our students, employees and community partners. We are looking for a senior leader to inspire and guide this team as they work to build an equity-minded culture college-wide from one end of the province to the other, by focusing on building awareness, allyship and action. Under the leadership of the Executive Director, this team will lead the College in improving equity and inclusion; ensuring students and employees from equity-seeking and other diverse communities excel at NSCC.

The Executive Director will cultivate and lead a team of equity-minded professionals focused on advancing strategies that will impact all tenants of inclusion, diversity, equity, accessibility and anti-racism (IDEA<sup>2</sup>) to advance relevant priorities in our strategic plan. They will work collaboratively with other institutional leaders in mobilizing data-informed strategies, with tailored approaches that respond to the specific needs of various equity-seeking and other diverse communities, coupled with a coordinated process to track, assess and evaluate impact over time to close equity gaps.

We are Nova Scotia Community College. Our mission is to help “Build Nova Scotia’s economy and quality of life through education and innovation.” We offer 130 advanced skill programs in five academic schools, serving the whole province through a network of 13 campuses and a vibrant eCampus. Eighty-seven percent of our graduates are employed, most in their field of study; 94% have chosen to live and work in Nova Scotia.

Our new Executive Director has an undergraduate degree in a related discipline and has held progressively responsible senior leadership roles within large, complex organizations. A master’s degree and recognized training/experience in Conflict Resolution, Human Rights, Diversity & Inclusion, Project Management, or other relevant subject matter would be considered assets. You have ten years of relevant, occupational experience designing, developing and implementing policies, procedures, programs and initiatives to promote an equitable and inclusive culture for staff and students that is grounded in human rights. You have experience overseeing the provision of mediation, conflict resolution, and restorative processes to address and resolve issues of discrimination, harassment, and bullying. You possess knowledge and experience in a range of specialized areas such as sexual violence, mental wellness, accessibility, decolonization, race relations, sexual orientation and gender identity. If

you have experience leading the development of programming, processes and services designed to foster educational equity with an understanding of the effects of identity and intersectionality on student engagement and outcomes, it will be an asset in this role. You have proven experience in the analysis and preparation of complex data and reporting. You thrive within complex and ever-changing environments. You have a passion for helping people achieve their dreams through education and life-long learning. And you are looking for the challenge of a lifetime.

NSCC makes things happen. We're growing the economy of Nova Scotia, we're producing highly skilled workers, and we're building communities. How are we doing it? By providing the most career-oriented education available in Nova Scotia today, by maintaining close links to industry, and by inviting exceptionally talented people to join NSCC's team of 2,000. Consider being a part of excellence in learning and having the chance to help build Nova Scotia's future while building your own.

Interested in submitting an application for this exciting opportunity? Please follow this [link](#). Want to receive more information? Please email [nikki.berrigan@nsc.ca](mailto:nikki.berrigan@nsc.ca) and request a copy of the position's briefing note.

The deadline for applications is **Thursday September 1, 2022**, at 11:59PM (AST).

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