

Vice President Equity, Strategy and People

With NSCC's bold commitment to increasing diversity and advancing systemic change, we highly encourage applications from members of groups experiencing barriers to equity. This includes Mi'kmaq and Indigenous people, members of racially visible groups, including African and Black Nova Scotians, persons with disabilities and persons of a minority sexual orientation, gender identity and/or expression. We are actively seeking applications that demonstrate personal lived experience and professional acumen in the field of inclusion, diversity, equity, accessibility and anti-racism.

We are looking for a Vice President to lead our Equity, Strategy and People portfolio. The Equity, Strategy and People portfolio is the backbone of how NSCC delivers on its promise to empower those who strive to know more, do more, be more. Specifically, it speaks to and honours our values of accessibility, diversity, employee success, inclusion, innovation, public accountability, safety, student success and sustainability through three distinct but interconnected areas: Human Rights, Equity & Inclusion; Policy, Planning & Research; and Organizational Development. Based in Halifax, you are part of a five-member Executive team responsible for the shared leadership of Nova Scotia's community college. You have ultimate oversight for the design and delivery excellence of programs, services and initiatives for all three areas of your portfolio across our entire college community. You accomplish all of this in a way that drives the College's strategic plan and priorities.

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 Vice President has a graduate degree or a relevant combination of education, professional development and extensive occupational experience. You have ten years of recent, progressively senior/executive-level, leadership experience with a strong record of relevant progressive achievements. Ideally you have a strong experiential grounding in all three areas of the portfolio which has given you a deep understanding of the functions in the division. You have a proven track record of leadership by effectively managing and inspiring teams with the ability to create an engaging, inclusive and effective working environment for employees. You have experience establishing and nurturing others to meet performance targets within a competitive marketplace. You excel at establishing and fostering systemic communication networks within a complex, matrix model. You demonstrate strong cultural proficiency and have experience working with diverse populations. Experience in a post-secondary environment with a focus on design and delivery excellence would be considered an asset. You are a creative and action-oriented leader who demonstrates a passion for education and an unstoppable commitment to learning and innovation. This allows you to inspire teams to do great things.

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.

Nova Scotia Community College recognizes the positive impact of flexible working arrangements. You can review our FlexWork Policy at <https://www.nsc.ca/about/publications/policies-procedures/policies/flexwork-policy.asp>.

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

The deadline for applications is **Thursday September 15, 2022**, at 11:59PM (AST).

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