



Associate Vice-Principal (Human Resources)

At the leading edge of new thinking and discoveries, Queen's is the first choice for many top students and a source of great pride and attachment for its alumni, many of whom are notable figures in their professions and communities. Queen's overarching goal is to ensure that it remains a university recognized equally for its research excellence and its transformative learning experience. One of Canada's leading and most-recognized universities, Queen's is a full-spectrum, research-intensive university (member of the U15 group of Canada's leading research-intensive universities) and is one of Canada's oldest medical/doctoral universities. Firmly focused on Canada's future, Queen's consistently offers leadership and guidance on the subjects that matter: arts, science, humanities, social sciences, healthcare, law, education, governance and policy, engineering and business. The University has a fully integrated network of six libraries and is also home to several outstanding artistic hubs including the Agnes Etherington Art Centre, The Isabel Bader Centre for the Performing Arts and the Dan School of Drama and Music.

Located in historic Kingston on the traditional lands of the Haudenosaunee and Anishinaabe peoples, Queen's boasts an array of heritage limestone buildings and cutting-edge facilities. Equi-distant from Toronto, Montreal and Ottawa, where the St. Lawrence meets Lake Ontario and the Rideau Canal (a UNESCO World Heritage site), Kingston is a stunning city that consistently ranks as one of the best places to live in Canada. Kingston's community-minded citizens enjoy an outstanding quality of life enhanced by superb intellectual, cultural and recreational opportunities and supported by excellent health and educational services. Kingston is a boater's paradise with boating activities of all kinds, including Able Sail, which has programs offering recreational, competitive, and Paralympic sailing instruction for persons with disabilities.

Queen's is a leading employer and an integral part of the Kingston community, with over 8,000 faculty and staff, and a student enrolment of 24,000, including a growing number of Indigenous and international students. Students originate from more than 110 countries, and every Canadian province and territory.

As Associate Vice-Principal (Human Resources), you will create and implement a strategic HR vision and plan that meets the needs of the Queen's community. As Queen's HR leader you will ensure quality and responsive HR services that support the University's research and academic mission and the development of a positive organizational culture which makes Queen's an employer of choice. You will play a key advisory role with the Executive team, and the broader management team on all aspects of human resources including labour relations. You will provide strong leadership to the HR team, creating

a strong service culture, ensuring your team is well-structured, fully engaged and aligned with the HR strategic vision.

An accomplished HR executive, you have built and transformed HR organizations – working collaboratively and creatively with many different stakeholders to achieve business success. You are experienced in complex, multi-constituent, decentralized, and unionized organizations. You value academia and can lead organizational development and change in that context. You have broad experience in HR, including labour relations, and have developed a deep understanding of how the human resources function enables the organization to fully engage its people. A superb leader, you can build trust, influence, and motivate key stakeholders and your team around common objectives to develop organizational capacity.

Your strategic abilities are coupled with an unwavering focus on operational excellence and client satisfaction. You are skilled in attracting diverse talent, developing departmental staff, team-building, and instilling best business practices and high standards of service delivery within a diversity and inclusion model. You most likely hold a master's degree and a Certified Human Resources designation would be an asset.

This is an exceptional opportunity to make an impact in an organization seeking strong HR leadership.

The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible/racialized minorities, Aboriginal/Indigenous peoples, persons with disabilities, and LGBTQ+ persons. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority. The University will provide support in its recruitment process to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. If you require accommodation during the interview process, please contact Catherine Gaudreau, Information and Project Coordinator | Office of the Vice-Principal (Finance & Administration) 613.533.6000 ext. 78450 catherine.gaudreau@queensu.ca.



Please forward your application (letter and resume) to Louise Sidky (416) 572-7658 or Richard Myron at Sidky Myron & Associates, Davisville Centre, 1920 Yonge Street, suite 200, Toronto ON M4S 3E2, via email at candidateavphr@sidkymyron.ca. All responses will be acknowledged.