



Job Advertisement

## **Queen's University Executive Director, Athletics & Recreation**

Queen's is located on the traditional territories of the Anishinaabe and Haudenosaunee peoples.

Ne Yonterihwayenhstahkwa'kó:wa nene Yonontí:yo akáowenk tká:yen tsi niyohwentsyà:ke tsi nón:we ne Rotinonhsyón:ni táhnon ne Ratirón:taks thatinákere

Gichii Ogiimaa Ikwe gichii-gakina'amaadii'igamig owedí ayaamagad Anishinaabeg idash Naadaweg gaa dan'akiyaad

Queen's University is embarking on a search for its next **Executive Director, Athletics & Recreation.**

Queen's Athletics & Recreation (A&R) offers students, staff, faculty and the Kingston community opportunities for physical activity, health and wellness at cutting edge facilities and in sector leading programs. Almost 80 per cent of Queen's student population is active in high performance sports or recreational activities on its campus, which features the newly revitalized Richardson Stadium, three additional turf fields, running track, the state-of-the-art Athletics & Recreation Centre (ARC) (which includes a 2,700 seat main competition court, 5 gymnasias, studios, squash and racquet ball courts, a high performance training centre, etc.), Kingston's largest fully accessible pool, and 24,500 square feet of cardio and strength facilities. More than 1,200 student-athletes proudly wear Tricolour representing Queen's in varsity sports in Ontario University Athletics (OUA) and U Sports, and Gaels are perennial contenders for league and national championships. In addition, Queen's offers a variety of programs in camps, aquatics, casual recreation,

recreational clubs, fitness, active living, wellness programs and intramurals.

Reporting to the Vice-Provost and Dean of Student Affairs (“VP/Dean”), the **Executive Director, Athletics & Recreation** (“ED”) works to advance the University’s mission and strategic goals fostering a culture of leadership, collaboration, support, innovation, inclusivity, and excellence, and supports outstanding A&R programs and services for students and the university community. Building on the University’s commitment to recreational programs, high performance sport, and striving for excellence in everything Queen’s does, the ED operates with a high level of autonomy and is responsible for guiding the successful delivery of the full suite of programs, services, and student supports under the umbrella of A&R and managing a large number of athletic facilities with complex business operations. This execution is achieved through leading a large team of more than 70 professionals in the development, management, and assessment of programs and services that comprise the portfolio. A&R’s strong program enhance and support the pride, spirit, and sense of community that is so much a part of Queen’s University.

The ED is a member of the Student Affairs Executive Leadership Team, which addresses division wide issues such as staffing, budget planning, and strategic direction. The leadership of the ED is critical to fostering and promoting a vision of athletics and sport at Queen's that is anti-racist, accessible, inclusive, and contributes to the shared mission of supporting and engaging students in safe and meaningful ways. The ED plays an important role in the University’s efforts to enhance equity, diversity, inclusivity, and Indigenization and has a proven track record of an inclusive, anti-racist approach to all that they do.

As the ideal candidate, you put your people (students, student athletes, coaches, staff, volunteers, community members) first. You bring demonstrated experience working in athletics and recreation or a related field such student affairs, high performance sport, national sport organizations, or education, along with a balanced passion for wellness, fitness and competitive sport. Your career includes progressive management experience leading a large team of people carrying out a diverse range of

activities, in a complex, high-performance, service-oriented environment. You have proven knowledge in financial management, fundraising, and human resources. Experience working closely with facility management. substantial knowledge of Canadian University sport, and experience with marketing, promotion and alumni relations are all considered assets. Candidates must hold an undergraduate degree from a recognized university, and a graduate degree is preferred.

### **About Queen's University**

One of Canada's leading universities, Queen's has a long-standing reputation for academic excellence, research, student experience, student leadership, and engaged alumni. Home to over 27,000 students, Queen's boasts an undergraduate graduation rate of 93 per cent, diverse learning opportunities, a broad range of students' services and supports, unmistakable school spirit, and a tight-knit global network of 159,000 alumni in 153 countries. Graduates from Queen's University are part of an international community of lifelong learners and accomplished leaders. Queen's University is highly ranked in Canada for student experience, taking an inclusive approach, and offering learning beyond the classroom; this experience includes a wealth of student clubs, as well as a robust international exchange program with more than 220 partners. Queen's has also made a formal commitment to the health and wellness of students, staff and faculty by joining universities from around the world in adopting the "*Okanagan Charter: An International Charter for Health Promoting Universities and Colleges*". Queen's also became a signatory to the "*Scarborough Charter On Anti-Black Racism and Black Inclusion*" in Canadian Higher Education, committing Queen's to implementation of the Charter's various action items and to full accountability to a sector network of signatory institutions.

Queen's research-intensive environment and interdisciplinary program offerings provide students with the comprehensive and nimble competencies and skills required in today's competitive and evolving work environment with 91 per cent of Queen's graduates employed within six months after graduation.

To apply or explore this leadership position at Queen's University further,

please contact Jane Griffith ([jane@griffithgroup.ca](mailto:jane@griffithgroup.ca)) and Sam Walton ([sam@griffithgroup.ca](mailto:sam@griffithgroup.ca)) or visit <https://griffithgroup.ca/ed-athletics-recreation-queens-university/>.

*Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, racialized/visible minorities, Indigenous Peoples, persons with disabilities, and LGBTQ+ persons. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and Permanent Residents of Canada will be given priority.*

The university has policies in place to support employees with disabilities, including an Accommodation in the Workplace Policy and a policy on the provision of job accommodations that take into account an employee's accessibility needs due to disability. The university will provide support in its recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. For more information, please contact [Jane@griffithgroup.ca](mailto:Jane@griffithgroup.ca) and [hadmin@queensu.ca](mailto:hadmin@queensu.ca)

**The [Queen's University Policy Regarding Mandatory Vaccination Requirements for In-person University Activities](#) requires ALL Community Members, including employees, to be Fully Vaccinated against COVID-19 prior to participating in any In-person University Activities. This is a condition of employment for all employees who are required to attend University Property to perform their employment responsibilities. Individuals who cannot be vaccinated due to substantiated grounds (medical and other protected grounds under the Ontario Human Rights Code) may ask the University to validate the exemption and request an accommodation for these rare circumstances. If approved, they will be subject to additional health and safety measures.**