

Renison University College, affiliated with the University of Waterloo, acknowledges that we live and work on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples. Renison is situated on the Haldimand Tract, the land promised to the Six Nations that includes ten kilometres on either side of the Grand River. Renison invites applications for the full-time, six (6) month contract position of Associate Director, Renison Strategic Planning (35 hours per week; grade 18, salary range: \$98,000.00-\$102,000.00 annualized).

Respected as an inclusive community that values the diversity of its faculty, staff, and students, Renison is committed to engaged education for the well-being of the world, offering degree programs reflecting social engagement through the School of Social Work and the Social Development Studies Department; global engagement through our Culture and Language Studies Department; and community engagement in our non-degree programs, including the English Language Institute, and through the Centre for Continuing and Professional Education. More information about Renison is available at <https://uwaterloo.ca/renison>.

Objectives: The Associate Director, Renison Strategic Planning will lead the development of Renison University College's (RUC) next strategic plan (2024-2027) and will be responsible for designing and conducting internal and external environmental scans; examining major trends in the sectorial systems; coordinating and conducting interviews and workshops with key stakeholders; preparing strategic goals, objectives, and action plans; and managing the strategic planning project. The Associate Director will implement the strategic planning process using an equity and anti-racism lens to foster a more inclusive campus environment. The outcome of the work will be a Renison Strategic Plan as a product of the work undertaken above.

Qualifications:

- Post-graduate degree such as a Master's in Business Administration, Business Management, Management Science, Public Administration, Political Science, or a related program with advanced courses in strategic planning.
- 5 years of progressive experience working within a business solutions environment and contributing to strategy development and project management.
- A strong understanding and/or specialized training and experience in anti-oppression, anti-racism, confronting anti-Black racism, discrimination, and decolonizing practices.
- An equivalent combination of education and/or experience may be considered; preference will be given to applicants meeting the education requirements.
- Demonstrated knowledge of strategic planning with a focus on improved decision-making.
- Demonstrated ability to facilitate meetings and workshops.
- Experience designing and conducting projects as well as analyzing data and information to respond to organizational needs.
- Ability to work and collaborate with stakeholders at all levels of the institution with diplomacy, empathy, and tact.
- Superior written and oral communication skills.
- Strong organizational skills and ability to effectively manage numerous tasks.
- Ability to manage confidential and sensitive materials and situations with the utmost discretion.

To Apply

Application materials (including, at minimum, a resume and three references) should be submitted online through [Interfolio](#). The review of applications will begin on **May 10, 2023** and continue until the position is filled.

Renison University College values the diverse and intersectional identities of its students, faculty, and staff. Renison regards equity and diversity as integral to academic excellence and is committed to accessibility for all employees. Renison seeks applicants who embrace our values of equity, anti-racism, and inclusion. As such, we encourage applications from candidates from groups who identify as facing inequities, including applicants who identify as First Nations, Métis, and/or Inuk (Inuit), Black, racialized, a person with a disability, women, and/or 2SLGBTQ+. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Accommodations are available upon request for candidates participating in all parts of the hiring process. Please contact a member of Renison's Human Resources department with accommodation requests. Please note that only applicants selected for an interview will be contacted.

References will be contacted at a later stage in the process as needed. The successful candidate will also be asked for consent to complete an educational and criminal records verification. The criminal records verification provides an indication of the existence of

adult criminal convictions for which a record suspension has not been granted within the RCMP National Repository of Criminal Records.

A full job description is available [here](#).

