Associate Vice President, People & Culture

With deep historic roots dating back to 1802, Saint Mary’s University is an urban university nestled in the heart of Halifax, Nova Scotia, and is defined by a vibrant and culturally diverse community where leadership, entrepreneurship, and global citizenship combine to create an environment of collaboration and community. Home to 7,000 students, 950 staff and faculty, and more than 50,000 alumni worldwide, Saint Mary’s University is committed to accessibility, diversity, and the provision of a positive and supportive learning environment while recognizing the importance of the contribution and growth of everyone in its success.

The newly created role of Associate Vice President, People and Culture (AVP) is a transformative leadership opportunity as Saint Mary’s University embarks on shaping its workforce of the future and building a modernized human resources strategy and function closely aligned with the University’s mission and strategic objectives. The AVP brings strategic thought leadership, talent, and culture-building expertise to the University, championing an inclusive workplace and ensuring excellence in the delivery of human resources programs and services that optimize the employee experience and elevate the University’s brand as an employer of choice.

Reporting to the Vice President, Finance and Administration, the AVP is a key member of the senior leadership team, responsible for strategic oversight of the University’s human resources function. As a trusted and credible human resources advisor and team leader, they are accountable for developing plans and executing on initiatives and programs that bring out the best in employees across the University community. The AVP is collaborative, innovative, and resourceful in creating alignment and driving efficiency and change across a broad range of human resources functions and services including talent attraction and management, organizational learning and development, diversity and inclusion, labour relations, insured benefits, and pension administration, compensation, payroll, Occupational Health, and Safety and HR information and analysis.

As the ideal candidate, you have an advanced degree and/or a professional designation related to human resources coupled with demonstrated experience as a senior human resources leader driving strategy in a complex, unionized, environment. You have played a leadership role in the development and implementation of long-term plans and transformational or ambitious organizational change. You have knowledge and experience in all aspects of human resources including experience promoting equity, diversity, and inclusion strategy and plans. You are a sought-after trusted advisor and strategic partner to senior leadership teams. A values-driven, caring leader, you have a reputation for developing cohesive, high-performing teams committed to service excellence. You are creative with a continuous improvement mindset, known for developing innovative solutions combined with passion and an action orientation to lead with impact. With strong communication and interpersonal skills, your track record of success can also be attributed to your ability to develop collegial, trusted relationships across all levels of the organization.

To learn more about Saint Mary’s University, please visit: https://www.smu.ca/

Royer Thompson is committed to presenting a diverse and inclusive roster of candidates to our clients. We welcome and encourage applications from the following under-represented groups: Indigenous persons, racially visible persons, persons with a disability, women, and persons of a minority sexual orientation and/or gender identity. If you are a member of one of these under-represented groups, we invite you to self-identify on your cover letter, or resume.

Should this opportunity interest you, please submit your resume and cover letter online by clicking “Apply.” For further information about this opportunity, please contact Amy Reid in confidence at 902-222-8978 or Brent Wallace at 902-422-2099.

Royer Thompson Management & Human Resources Consulting is a Canadian talent management firm focused on capturing the full potential of people in organizations by supporting a shared sense of purpose, recruiting and cultivating leadership, and fostering an innovative, caring and entrepreneurial spirit.