

**Provost and Vice-President, Academic, Sheridan College
Brampton, Fort Erie, Mississauga, Oakville, and Toronto, ON**

Sheridan College is searching for its next Provost and Vice-President, Academic. This is a tremendously exciting opportunity at a post-secondary institution renowned for creativity, innovation and trail-blazing.

The Organization

Sheridan acknowledges that for thousands of years the lands the College sits upon has been and still is the traditional territory of the Mississaugas of the Credit First Nations, Anishinaabe Nation, Huron-Wendat and the Haudenosaunee Confederacy. The College takes seriously their collective responsibility to honour and respect those who have gone before them, those who are there, and those who have yet to, and is grateful for the opportunity to work there.

Founded in 1967, Sheridan has grown from a local college of 400 students to one of Ontario's leading postsecondary institutions, educating approximately 28,944 full-time, 3,134 part-time and 11,000 continuing and professional studies students every year on [three campuses](#) in Oakville, Brampton and Mississauga with a budget of approximately \$490 million dollars.

An award-winning institution, Sheridan attracts students from across Canada and around the world; their [215,000+ alumni](#) play a critical role in shaping the future in the fields of arts, business, community service, health, technology, and the skilled trades.

Sheridan is proud to have been named first on Forbes' 2022 list of [Canada's Best Employers](#) and ranked 12th overall on Forbes' list of [Canada's Best Employers for Diversity](#) — the only college on the list of 150 organizations.

The Role

Reporting to the President and Vice Chancellor, the Provost and Vice President, Academic is the Chief Academic Officer at Sheridan College and provides broad leadership and inspiration to the vision, strategy, policy framework, and management of Sheridan's academic operations. They are accountable for advancing the content, delivery and quality assurance of all academic programs, student services, and research activities. The Provost plays a critical role in enhancing Sheridan's reputation and fostering external relationships with government, industry, and other national and international bodies regarding programs curriculum, pedagogies, and funding.

The Provost is the primary academic resource to the Board of Governors. They lead the creation and review of Academic Policy and Programming recommendations presented to the Board of Governors, congruent with accreditation bodies, laws and regulations.

The Provost is a deputy to the President and a senior administrator who participates in the overall leadership and management of the institution. The incumbent empowers constituents across Sheridan and fosters excellence across five Faculties, departments, and programs - with a focus on amplifying Sheridan's commitment to academic quality and thought leadership.

Key areas of oversight and responsibility are:

Strategic Leadership and Governance – Provides bold and innovative leadership while ensuring alignment with the College's mission, priorities, and values. Builds and maintains key partnerships and networks that position the college for long-term success and sustainability.

Academic Stewardship and Student Experience – Builds a student-centred academic culture of excellence and oversees the development, evaluation, and enhancement of unique, future-focused academic programs while fostering a diverse and inclusive academic community.

Operational Excellence – Oversees the academic budget, efficient and effective use of financial and human resources within their portfolio, including the recruitment and retention of exceptional faculty and staff, policy development and review, and issues management.

Quality Assurance and Compliance – Develops and maintains academic policies, ensuring compliance with relevant legislation, regulations, and accreditation standards, and promoting academic integrity, ethical conduct, and responsible research practices.

The Ideal Candidate

You are an outside-the-box thinker and visionary academic leader who thinks strategically and through a systems lens. You have a sophisticated understanding of equity, diversity, and inclusion. You prioritize teaching, research, and have extensive experience successfully managing academic programs, promoting excellence, and fostering an accessible and vibrant learning environment. You have demonstrated success in managing transformational change while supporting healthy workplace cultures. You have an integrated approach to developing policies and procedures, and making sound decisions that align with the culture and values of your institution. With excellent communication and interpersonal skills, you are highly relational in your leadership and able to build trusting relationships, resolve conflicts, and engage with all constituents as you confidently make sound decisions. You cultivate a psychologically safe workplace, where employees feel inspired and challenged.

Qualifications and Experience:

While the Search Committee recognizes that no one candidate is likely to meet all qualifications in equal measure, those listed below are desirable and will be used to compare candidates.

- Graduate level education, with a PhD or EdD considered an asset.
- Progressive leadership experience in a post-secondary institution and a reputation for inclusive, empowering and enlightened academic administration and decision making.
- Knowledge of college governance structures, policies, and procedures, with direct experience in the college-sector considered an asset.
- Experience managing a complex budget at an institution of similar size.
- Commitment and demonstrated courage regarding Indigenization, and equity, diversity, and inclusion.
- Commitment to promoting excellence in teaching and fostering an exceptional student experience.
- A responsive, collaborative, outcomes-focused and nimble leadership style.

- Strong knowledge of current trends, policies, legislation, and best practices relevant to higher education and familiarity with accreditation processes.
- Demonstrated success developing and executing on a vision and strategic plan.
- Experience implementing organizational solutions and managing change.
- Experience in academic planning, program development, and quality assurance.
- Demonstrated experience with labour relations in a unionized environment.
- Advanced knowledge of strategic enrolment management best practices.

Skills and Attributes

- Leadership courage and experience making tough, values-based decisions grounded in theory and evidence.
- Demonstrated ability to foster a culture of innovation and entrepreneurship.
- Experience developing and delivering innovative, holistic and transformational learning experiences.
- Highly developed communication and relationship-building skills.
- An authentic, collaborative, and consultative leadership style that inspires people.
- The ability to build and lead a high-performing team and engage with internal and external partners to achieve shared goals.
- Decisiveness with the ability to effectively explain decisions and bring clarity to complex issues.
- Advanced capacity to balance multiple, sometimes competing priorities.

Sheridan College is committed to Equity, Diversity, and Inclusion (EDI). The College welcomes candidates who self-identify as Black, Indigenous or a person of colour with lived experience and expertise in incorporating EDI practices into teaching and research. Joining a vibrant community at Sheridan where we aspire to achieve equity and diversity in all areas, the successful candidate will be expected to show evidence of a commitment to EDI and the promotion of a collegial and supportive working environment.

Please email accommodate@kbrs.ca or communicate your needs to a recruitment professional named below to ensure that accessibility needs are accommodated through this process. Information received relating to accommodation measures will be addressed confidentially.

If you are interested in this opportunity, contact Debra Clinton at dclinton@kbrs.ca, Kyle Steele at ksteele@kbrs.ca, or Dr. Jennie Massey at jmassey@kbrs.ca or submit your full application package online at: <https://www.kbrs.ca/Career/17665>.