Executive Director, Faculty Relations, Simon Fraser University

The Executive Director, Faculty Relations provides executive leadership for Faculty Relations. The Executive Director, Faculty Relations provides leadership in the planning, development, and implementation of programs, policies, and services for academic personnel. The incumbent provides overall direction in the administration of the university’s faculty relations functions including processes for appointments, renewals, tenure, promotion and salary review, salary administration, and non-health/non-welfare benefits administration. The incumbent designs and implements faculty recruitment/retention strategies as well as leadership/professional programs to support development of Simon Fraser University Faculty Association (SFUFA) members. The Executive Director establishes and maintains effective communications with the SFUFA and serves as the chief negotiator for the university in the negotiation of the collective agreement. Working in conjunction with the Associate Vice-President, Human Resources, the Executive Director acts as one of the university’s principal representatives to the Public Sector Employers’ Council of BC (PSEC) and maintains relationships with other external bodies such as Faculty Bargaining Services (FBS) and the Research Universities Council of BC (RUC-BC).

As a member of the Vice-President’s senior management team, the Executive Director is the chief advisor to the Vice President, Academic regarding complex legal and labour relations matters relating to SFUFA members. Working in consultation with General Counsel, the incumbent identifies, analyzes, and assesses potential legal risks in the area of faculty relations and is ultimately responsible for the resolution of issues, grievances, and arbitrations involving SFUFA members. The Executive Director retains and instructs outside counsel in grievances and arbitrations, keeping General Counsel informed on these matters. The incumbent collaborates with General Counsel on strategy, especially where issues may affect the University in a broader context. The Executive Director develops and interprets personnel policies and provides advice to the President, Vice-Presidents, Deans, Chairs, and Directors, as well as SFUFA members.

An executive search exercise is being undertaken by Simon Fraser University’s search partner Perrett Laver. Perrett Laver will support the University in helping to identify the widest possible field of qualified candidates and assisting in the assessment of candidates against the selection criteria.

Applications should consist of a cover letter and curriculum vitae. These can be uploaded at www.perrettlaver.com/candidates quoting the reference number 5234. The closing date for applications is 12:00 noon Pacific Time on Friday, September 3, 2021.

All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be given priority.

Simon Fraser University is an institution whose strength is based on our shared commitments to diversity, equity, and inclusion. Diversity is an underlying principle of our Strategic Vision, which pledges SFU to “foster a culture of inclusion and mutual respect, celebrating the diversity reflected among its students, faculty, staff, and our community. SFU is committed to ensuring that no individual is denied access to employment opportunities for reasons unrelated to ability or qualifications. Consistent with this principle, SFU will advance the interests of underrepresented members of the workforce, specifically Indigenous peoples, persons with disabilities, racialized persons, and women; embrace gender and sexual diversity; ensure that equal opportunity is afforded to all who seek employment at the University; and treat all employees equitably. Candidates that belong to underrepresented groups are particularly encouraged to apply.

SFU recognizes that alternative career paths and/or career interruptions (e.g. parental leave, leave due to illness) can impact research achievements and commits to ensuring that leaves are taken into careful consideration. Candidates are encouraged to highlight how alternative paths and/or interruptions have impacted them in their application. SFU also recognizes the value of mentoring and research training,
outreach, professional service, and diverse forms of scholarship and/or research outputs. Demonstrated experience in increasing diversity in the previous institutional environment, and in curriculum, is also an asset.

SFU is also committed to ensuring that the application and interview process is accessible to all applicants. If you require accommodations or have questions about SFU benefits, services, accommodations policies, or equity considerations please contact the Specialist, Equity, Diversity and Inclusion in Faculty Relations.

Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details, see the http://www.sfu.ca/vpacademic/faculty_openings/collection_notice.html.

Perrett Laver is a Data Controller and a Data Processor, as defined under the General Data Protection Regulation (GDPR). Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Our legal basis for much of our data processing activity is ‘Legitimate Interests’. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website http://www.perrettlaver.com/information/privacy-policy/