



ST. FRANCIS XAVIER UNIVERSITY

Director, Human Resources Antigonish, Nova Scotia

St. Francis Xavier University is a top-ranking Canadian university with a reputation for academic excellence, meeting the needs of undergraduate and graduate students through outstanding teaching, exceptional hands-on research experiences, the very best in a residential community, and unique opportunities to contribute to communities at home and abroad. StFX is home to 1200 employees and 5000 on-campus students, and is located in Antigonish, Nova Scotia, a vibrant and closely connected town with 15-minutes proximity to the ocean, and two hours to Halifax and an international airport.

Reporting directly to the Vice President, Finance and Administration, the Director, Human Resources is an integral member of the StFX leadership team, facilitating and guiding the institution on all human resources matters, influencing campus culture and positive people outcomes.

As a strategic advisor to University leaders, and supported by a talented human resources team, the Director plans and implements progressive HR strategies and initiatives that support the goals and priorities of the University. The Director plays a key role in the management of the University's labour relations practices by leading and supporting the successful negotiation and ongoing administration of multiple collective agreements. They provide expertise, counsel, and guidance to all academic and administrative functions with respect to human resources best practices, with an emphasis on conflict resolution and problem solving. Additional responsibilities include oversight of total compensation (including benefits and pension administration), organizational development, diversity and inclusion, health and well-being, HR information/analysis, and oversight of faculty and staff recruitment.

The ideal candidate has an advanced degree and/or a professional designation related to human resources. They have demonstrated experience as a senior human resources leader in a complex, multi-stakeholder environment, with direct experience or an appreciation for working within a complex governance structure and unionized environment. Experience in an academic context is preferred. The ideal candidate has a knowledge of all aspects of human resources under the responsibility of this position, including notable experience participating in collective bargaining. An inclusive and collaborative leader, the Director is highly skilled at problem solving and cultivating strong relationships and partnerships with key stakeholders across the University community.

To learn more about St. Francis Xavier University, please visit: <https://www.stfx.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 minoritized 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.

To have a confidential conversation to learn more about this exciting leadership opportunity, please reach out to Amy Reid at 902-222-8978 or Ellen Snook 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.



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