



## Job Advertisement

# **University of Manitoba Associate Vice-President, Human Resources**

Since 1877, the University of Manitoba has thrived as a place where challenges are embraced. The University's world-class research, outstanding student experience and shared knowledge and discovery have made an indelible impact on Manitoba, Canada and the world. University of Manitoba researchers are advancing knowledge and understanding in the natural sciences, health sciences, applied sciences, social sciences, the arts and humanities with a focus on community-based research, knowledge translation and the advancement of reconciliation with Indigenous Peoples and communities. The University of Manitoba is known for its ground-breaking discoveries in a variety of areas, including arctic system science and climate change; population and global health; and immunity, inflammation and infectious disease. Celebrated as Western Canada's first university, the University of Manitoba is Manitoba's largest post-secondary institution, its only medical-doctoral university, and a member of Canada's U15 group of research universities. The University's community comprises more than 30,000 students, 5,700+ academic faculty, and 4,000+ support staff. As a driving force of innovation, discovery and advancement, the University contributes \$2.4 billion annually to Manitoba's economy.

The University's two campuses and its satellite sites sit on the original lands of the Anishinaabeg, Cree, Dakota, Oji-Cree and Dene peoples and are located on Treaty One territory, and on the homeland of the Métis Nation.

It is in this context that the University of Manitoba seeks a dynamic leader to assume the position of **Associate Vice-President, Human Resources** (AVP HR) and invites applications and nominations for the position. Applications must be received before September 30, 2022.

Reporting to the Vice President (Administration), the **Associate Vice-President, Human Resources** leads a multi-faceted team of professionals representing a diverse portfolio consisting of HR Services (Consulting, HR Service Centre & Employee Wellness), Staff Relations (overseeing 6 bargaining units), Compensation & Benefits, HR Business Systems, Learning and Organizational Development, and Change Management & Project Services. The AVP HR is accountable for establishing the strategic direction of the department and responsible for the establishment and delivery of the university's overall human resource strategy. Through a team of 5 directors and 60 HR specialists, generalists, and administrative staff, the AVP HR is responsible for the development, implementation, operational effectiveness and ongoing administration of human resource programs and policies including direct service delivery.

Working collaboratively with leadership, management, faculty and staff across the organization they will provide leadership, guidance and counsel on a wide range of HR and labour relations issues while building and supporting a culture of mutual respect, positive relations, inclusivity and well being.

While no one individual is an expert in all the areas represented in the AVP HR portfolio, the ideal candidate is a highly respected HR leader who will bring energy and vision to this important portfolio. You have a keen understanding of diverse institutional needs and are comfortable with taking a proactive approach in creating consultative partnerships. You have experience working in a unionized environment including experience in all aspects of labour relations – collective bargaining, grievances and arbitrations. You excel leading large teams in a complex multi faceted environment and have a desire to 'raise the bar' of both your team's and the organization's performance. The AVP HR will also play an integral role in the development and implementation of many transformative and strategic initiatives underway at the University including Equity Diversity & Inclusion, Anti-Racism, Indigenous Path Forward, Flexible Work, human resource information system with a focus on data analytics and data warehouse, and Recruitment & Retention Excellence. Given the collegial, decentralized governance structure that characterizes the university setting, the successful candidate must have a collaborative and consultative style of leadership, be willing to listen to alternate perspectives, and be skilled at encouraging dialogue around difficult issues. Candidates must hold a bachelor's degree from a recognized university and have

progressive experience in strategic leadership of human resources.

To learn more about this significant HR leadership opportunity with the University of Manitoba, please submit a comprehensive resume along with a cover letter in confidence to Jane Griffith ([jane@griffithgroup.ca](mailto:jane@griffithgroup.ca)) and Sam Walton ([sam@griffithgroup.ca](mailto:sam@griffithgroup.ca)), or visit <https://griffithgroup.ca/avp-hr-university-of-manitoba/>

Application materials will be handled in accordance with “The Freedom of Information and Protection of Privacy Act” (Manitoba).

The University of Manitoba is strongly committed to equity and diversity within its community and especially welcomes applications from women, racialized persons/persons of colour, Indigenous peoples, persons with disabilities, persons of all sexual orientations and genders, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Application materials, including letters of reference, will be handled in accordance with the "Freedom of Information and Protection of Privacy Act (Manitoba).

In accordance with the provincial legislation, accommodation will be provided by Griffith Group and University of Manitoba throughout the recruitment, selection and/or assessment process, upon request, to applicants with disabilities.

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