



Job Advertisement

Associate Vice-President, People and Culture University of New Brunswick (UNB)

The University of New Brunswick recognizes and respectfully acknowledges that the University of New Brunswick stands on the unsundered and unceded traditional Wolastoqey land. The lands of Wabanaki people are recognized in a series of Peace and Friendship Treaties to establish an ongoing relationship of peace, friendship, and mutual respect between equal nations.

The University of New Brunswick is committed to employment equity and fostering diversity within their community and developing a workplace that is inclusive and values belonging, which reflects the richness of the broader community that they serve. The University of New Brunswick welcomes and encourages applications from all qualified individuals who will help to achieve these goals, including Indigenous, Black, racialized persons, women, persons with disabilities, persons of 2SLGBTQAI+ communities and/or persons of other equity deserving/denied groups.

[The University of New Brunswick \(UNB\)](#) is among Canada's top comprehensive universities. Its rich history of leading discovery and innovation stems from its entrepreneurial thinking, which has been unlocking creative potential since 1785. The unique nature of UNB's world-class programs attracts students from over 100 countries. UNB is consistently ranked among Forbes Canada's Best Employers, Canada's Top 100 Employers, and Atlantic Canada's Top Employers.

Reporting to the Vice-President, Administration and Finance, the **Associate Vice-President, People and Culture (AVP, P&C)** has oversight of UNB's human resources (HR) function, provides strategic and operational HR leadership and direction to the University, and supports the creation of a respectful, inclusive, and positive work culture. The AVP, P&C leads, plans, and directs a talented multi-disciplinary team and services including human resource business partners, labour relations, insured benefits and pension administration, compensation, talent management, organizational learning and development, and HR information and analysis. The AVP, P&C works closely with senior leadership, acting as trusted counsel on all HR matters, championing and supporting all units with the shift towards One UNB, and serving the University community with their HR needs in delivering on the strategic vision, [UNB Toward 2030](#).

As the ideal candidate, you are an energetic and forward-thinking HR leader with a passion for shaping and driving HR excellence within complex multi-stakeholder organizations undergoing change. You have a record of being a trusted advisor and fostering a culture of innovation and employee engagement. You bring extensive knowledge of best practices and HR trends in programs, policies, and HR technology. You have a sound knowledge of incorporating equity, diversity, inclusion, and indigenization principles in hiring practices, as well as promoting equitable work environments for all in the community. You come with an EDII analysis that will help to shape and strengthen the fabric of the institution. Your high-performing teams appreciate your open communication style, which is instrumental in motivating, developing people, and fostering a strong team dynamic. You are known as a critical thinker who applies a strategic, enterprise lens when making decisions. Your interpersonal skills and abilities to foster



trusting relationships in your work with diverse groups to realize potential while providing solution-based guidance.

To apply click here: <https://boyden.thriveapp.ly/job/2125> or for further information, please contact Michelle Richard and Collin Ritch at critch@boyden.com and **state the title of the position in the subject line of your e-mail.**

We thank all applicants for their interest, however, only those under consideration for the role will be contacted and priority will be given to Canadian citizens and permanent residents.