



Job Advertisement

Queen's University
Associate Vice-Principal, Human Resources

Queen's is located on the traditional territories of the Anishinaabe and Haudenosaunee peoples.

*Ne Yonterihwayenhstahkwa'kó:wa nene Yonontí:yo akáowenk tká:yen tsi
niyohwentsyà:ke tsi nón:we ne Rotinonhsyón:ni táhnon ne Ratirón:taks
thatinákere*

*Gichii Ogiimaa Ikwe gichii-gakina'amaadii'igamig owedi ayaamagad
Anishinaabeg idash Naadaweg gaa dan'akiyaad*

One of Canada's leading universities, Queen's has a long-standing reputation for academic excellence, research, student experience, student leadership, and engaged alumni. Home to over 27,000 students, Queen's boasts an undergraduate graduation rate of 93 per cent, diverse learning opportunities, a broad range of students' services and supports, unmistakable school spirit, and a tight-knit global network of 159,000 alumni in 153 countries. Graduates from Queen's University are part of an international community of lifelong learners and accomplished leaders. Queen's University is highly ranked in Canada for student experience, taking an inclusive approach, and offering learning beyond the classroom; this experience includes a variety of student clubs, as well as a robust international exchange program with more than 220 partners. Queen's has also made a formal commitment to the health and wellness of students, staff and faculty by joining universities from around the world in adopting the "Okanagan Charter: An International Charter for Health Promoting Universities and Colleges". Queen's also became a signatory to the "Scarborough Charter On Anti-Black Racism and Black Inclusion" in Canadian Higher Education, committing Queen's to implementation of the Charter's various action items and to full accountability to a sector network of signatory institutions.

It is within this context that Queen's University is embarking on a search for its next **Associate Vice-Principal, Human Resources.**

The Associate Vice-Principal, Human Resources (AVP HR) is a visionary, transformative, solution-oriented human resources and talent management leader, championing a culture of respect, inclusivity, and well-being. Reporting to the Vice-Principal, Finance and Administration, the AVP HR is a trusted leader, providing strategic human resources (HR) support and advice to the University's Senior Leadership Team. Aligned with advancing Queen's strategic framework, the AVP HR is a change agent, promoting an organizational climate and culture in support of institutional values.

The AVP HR oversees a large professional team, with responsibility for all aspects of human resource management, including fostering respectful labour-management relations. The AVP HR is an exemplary collaborator, working with leaders across campus to implement processes and policies in support of a campus that promotes recruitment diversity, talent management, recognition, retention, and employee well-being. The AVP HR is committed to continuous improvement, welcomes challenges, and thrives on making a difference.

As the ideal candidate, you are an innovative and transformative leader, with a track record of leading strategic HR changes in consultation with institutional executive leadership. Experience working in the post-secondary education sector or with a large complex decentralised organization is considered a strong asset. Your career includes developing and implementing HR programs that support the mission and vision of your organization, with experience building and transforming an HR team to contribute to a high performing workplace that recognizes and rewards employee engagement. You are experienced leading and implementing change management initiatives in a manner that engages and empowers your teams and colleagues. Your career includes experience acting as a trusted and strategic partner for leaders and peers at your institution, and you foster a service mindset amongst your teams. As a people leader, you are adept at providing strategic and operational advice, guidance and coaching. You foster and promote a culture of inclusion and diversity and are deeply committed to, and have demonstrated experience, supporting equity deserving individuals, and advancing institutional commitments in alignment with Queen's I-EDIAA goals. Given the collegial,

decentralized governance structure that characterizes the university setting, the successful candidate must be an exceptional communicator and influencer with 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 an undergraduate degree from a recognized university. A graduate level degree and/or a professional accreditation, Certified Human Resources Leader (CHRL) or Senior Human Resources Professional (SPHR), are desired assets.

To learn more about this significant HR leadership opportunity with Queen's University, please submit a comprehensive resume along with a cover letter in confidence to Jane Griffith (jane@griffithgroup.ca) and/or Marc Magraken (marc@griffithgroup.ca) or visit <https://griffithgroup.ca/associate-vice-principal-hr-queens-university/>

The University invites applications from all qualified individuals. Queen's is strongly committed to employment equity and diversity in the workplace and encourages applications from Black, racialized/visible minorities, Indigenous/Aboriginal peoples, women, persons with disabilities, and 2SLGBTQIA+ persons. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority.

The University will provide support in its recruitment process to applicants with disabilities, including accommodation that takes an applicant's accessibility needs into account. If you require accommodations during the interview process, please contact Jane Griffith at Jane@griffithgroup.ca and hradmin@queensu.ca . Every effort to accommodate candidates will be made in a way that is equitable and respectful of their additional professional, community, and personal responsibilities.