



Vice President, People, Culture & Diversity

CAPILANO UNIVERSITY

North Vancouver, BC

With a focus on engagement and strategy, Capilano University is seeking a new Vice President, People, Culture and Diversity who brings a passion for collaboration, inclusion, diversity and for the power of higher education. As a dynamic leader reporting directly to the President, the Vice President will be tasked with inspiring and mentoring a dedicated group of HR staff as they strive for excellence, and will be responsible for developing a campus-wide 'People Plan' that supports Capilano's distinct employee experience. This role advises leaders across the university on strategic and operational activities and helps guide key people decisions, serving as a partner for human resources strategies and functions including labour relations, talent strategies; recruitment; performance management; HR operations; equity, diversity and inclusion; and health and well-being. As a member of the Executive Team, the Vice President will need to be an enabler and thoughtful contributor to Capilano's overall organizational strategy and visioning.

A nimble and thoughtful leader who nurtures relationships by being present, engaged and multi-faceted, the Vice President will possess superior leadership acumen and a truly strategic focus when implementing HR best-practices, with experience in and a fulsome knowledge of collective bargaining in the public sector, the incumbent will optimize the department's role as a truly effective business partner throughout the university.

As the ideal candidate, you are recognized as someone who has a measurable track record in making a difference as it pertains to equity, diversity and inclusion, with an ability to bring together a wide range of experiences, perspectives and opinions within an organizational context as well as a decision-making context. You are a truly collaborative senior professional who conveys confidence that the People, Culture and Diversity portfolio is aligned with the long-term goals of the university and service focused. With a number of years of progressively senior experience including working in a large, complex and unionized environment, you bring an exceptional track record of nurturing organizational culture and exhibiting vibrant creativity that supports faculty and staff.

We are working with PFM Executive Search in support of our commitment to recruit a diverse leadership team that represents the community we proudly serve. Please submit your application to **Allison Rzen** and **Shelina Esmail** at www.pfmsearch.com.

Capilano University is a teaching-focused university offering a wide range of programs and services that enable students to succeed in their current studies, in their ongoing education, in their chosen careers, in their lifelong pursuit of knowledge and in their contribution as responsible citizens in a rapidly changing and diverse global community. Located in a natural environment on the slopes of the North Shore, with a campus located in Sechelt on the Sunshine Coast, Capilano University campuses are on the traditional and unceded territories of the Lil'wat, Musqueam, Sechelt (shísháhlh), Squamish and Tsleil-Waututh Nations.



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