



Vice President, Human Resources

THE UNIVERSITY OF BRITISH COLUMBIA

Vancouver, BC

One of the core areas of UBC's current Strategic Plan – Shaping UBC's Next Century – is focused on people. This focus is continuously guided and informed towards effective, positive change by key strategic documents and task force reports at UBC such as the Indigenous Strategic Plan (ISP) and the Strategic Equity and Anti-Racism (StEAR) Framework. As the new Vice President, Human Resources, your mandate will be to lead a dedicated team of HR professionals as they strive for excellence and work to accomplish this critical strategy for one of the world's leading universities.

As an integral member of the senior leadership team, the VP, HR will report to the President and work collaboratively with management, students, faculty and staff across the University and with key external partners to enhance the University's ability to achieve its people objectives and sustain a culture that sees people as the University's greatest strength. That culture is one of mutual respect, positive relations, inclusive of difference, wellbeing and outstanding contributions. This key leadership role also involves working closely with the Board of Governors, especially as it pertains to the important relationship with the Province.

The VP, HR takes a leadership role in collaboratively championing the values of the University. They are a proponent of collaboration and inclusion, who nurtures relationships by being present, engaged and committed to advancing the mission of the University. Possessing superior leadership acumen and a truly strategic focus when implementing people and culture best-practices, the incumbent will optimize HR's role as a truly effective partner across both the Vancouver and Okanagan campuses.

As the ideal candidate, you bring several years' experience as a strategic senior Human Resources executive with an extensive background in leading a large team in a complex, multi-faceted, unionized environment. You have a keen understanding of diverse constituent needs and are comfortable with taking a proactive approach in creating consultative partnerships in a distributed decision-making environment. In addition, you bring outstanding consensus and team-building skills as well as a demonstrated commitment to Reconciliation, equity, and human rights. You are known to be fair, to exercise sound judgment on all issues and you have the presence, stature and knowledge to build credibility throughout the entire University community.

The targeted salary range for this position is \$290,000 - \$350,000 annually, supplemented by a competitive total rewards package.

If this is the next step in your professional career, please visit our website and submit your application to **Shelina Esmail** and **Jennifer Madden** at www.pfmsearch.com.

UBC hires on the basis of merit and is strongly committed to equity and diversity within its community. The University welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to productively engage with diverse communities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

The University of British Columbia (UBC) is a global centre for research and teaching, consistently ranked among the top 20 public universities in the world. UBC attracts, nurtures and engages 71,201 students from 160 countries on two major campuses in Vancouver and Kelowna, located on the traditional, ancestral and unceded territories of the Musqueam and Syilx people respectively. With 20,828 faculty and staff, a \$3.8B annual budget, research funding at \$892.8M, and 400,000+ alumni, UBC is Canada's second largest university and was recently recognized as North America's most international university.



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