

Director of Investigations

THE UNIVERSITY OF BRITISH COLUMBIA

Vancouver, BC

UBC has a responsibility for and is committed to providing its students, staff, and faculty with an environment dedicated to excellence, equity, inclusion and mutual respect. The institution has a long-standing policy (Policy #3) for addressing cases of discrimination on prohibited grounds and a policy (Policy #131) to specifically articulate UBC's commitment to support its community members who are affected by sexual misconduct and provide a process to respond to and investigate reports of sexual misconduct. This policy, combined with a commitment at the highest levels of UBC to support community members who have experienced the trauma of sexual misconduct, as well as discrimination and harassment on prohibited grounds, are the foundation for the role of Director of Investigations.

Reporting directly to the Vice President, Students, and Vice President, Human Resources, the Director leads a team of professionals focused on investigations, promoting awareness and education, analysis, and administration. The incumbent is responsible for maintaining and evolving the infrastructure to investigate sexual misconduct as well as discrimination complaints; exploring approaches for alternative resolution process; and providing oversight on how to respond to and investigate reports of sexual misconduct while adhering to the principles of procedural fairness, confidentiality, transparency, and trauma informed practices. The Director will build and maintain collaborative working relationships with key University stakeholders at UBC's Vancouver and Okanagan campuses as well as external investigators and agencies, building and maintaining credibility through professionalism and competency.

The ideal candidate is a respected legal professional who is known for their leadership of multi-disciplinary teams and relationship building expertise. The Director of Investigations will have a minimum of 10 years of experience in a complex, multi-stakeholder environment in roles that involve administration, investigations, conflict resolution, social justice, equity, and inclusion. The Director will be a strong communicator who has substantial experience building effective stakeholder relationships both internally and externally. The Director will also be an expert in the principles of procedural fairness and the impact that discrimination, harassment, and sexual misconduct have on a community. They will bring a sensitivity to the barriers that exist for individuals who have experienced discrimination, harassment, or sexual misconduct in reporting their experience, and employ a trauma-informed approach as appropriate. This position also requires genuine collaboration, keen diplomacy and the proven ability to connect across a large and complex environment.

If this fulfilling role is the next step in your career, please visit our website and submit your application to **Shelina Esmail** and **Allison Rzen** 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.

Consistently ranked amongst the top 20 public universities and the best 40 public and private universities in the world, The University of British Columbia (UBC) is a global centre for research and teaching. UBC's spirit has embraced innovation and challenged the status quo since 1915. With two main campuses (Vancouver and Okanagan) located on the traditional territories of the Musqueam Coast Salish and Okanagan peoples, UBC's entrepreneurial perspective encourages students, staff and faculty to challenge convention, lead discovery and explore new ways of learning. Bold thinking is given a place to define ideas that change the world at UBC.



PFM Executive Search

Tel 604.689.9970 | Toll-Free 1.800.864.9970
Suite 510-999 West Hastings Street
Vancouver, BC V6C 2W2
www.pfmsearch.com