

# Leaders

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UNIVERSITY OF  
**CALGARY**

## OPPORTUNITY PROFILE

### Director, Talent Management



## About University of Calgary

<https://ucalgary.ca/>

The University of Calgary is a global intellectual hub located across four campuses in the Calgary area and a fifth in Doha, Qatar. In this spirited, high-quality learning environment, students thrive in programs made rich by research, hands-on experiences and entrepreneurial thinking. By 2022, University of Calgary will be recognized as one of Canada's top five research universities, fully engaging the communities we both serve and lead.

The University is among Calgary's largest employers with 1,800+ academic staff actively engaged in research, scholarship and teaching, and 3,200+ non-academic staff focused on operating the institution. With a consolidated budget of \$1.3 billion, the University contributes significantly to Alberta's economy to the tune of \$8 billion annually and two-thirds of its 202,500+ alumni live and/or work in the Calgary area.

In the US News and World Report 2020 Best Global Universities ranking, UCalgary ranked 169th globally, and 7th nationally. UCalgary continues to rank in the top 100 on the regional research reputation indicator (within North America) and is one of Canada's top comprehensive research universities, combining the best of university tradition with the City of Calgary's vibrant energy and diversity.

In 2021, UCalgary was named one of Alberta's Top 70 employers, and was also recognized as one of Canada's Best Diversity Employers. With a deep commitment to sustainability, woven through teaching and learning, research, and campus engagement and operations, UCalgary has been named in the top 20 in North America by Sierra Magazine and in the top 10 by the Association for the Advancement of Sustainability in Higher Education (AASHE), demonstrating the vision the institution has for a more sustainable future.





## The Opportunity: Director, Talent Management

The Director, Talent Management plays a key leadership role in Human Resources and reports directly to the Associate Vice President (AVP), Human Resources.

This position is responsible for providing strategic HR leadership in the area of talent management. Specific responsibilities include leading the areas of talent acquisition and talent development at the University. This includes a focus in leadership development, career development, organizational development and design, performance management, employee engagement, change management, and succession planning for all Faculty and Staff.

The position is also part of the Provost's team, providing support to the Provost on activities relating to coordinated and strategic academic leadership and professional development including oversight of academic orientation and connection opportunities for academics. The Director will support the Provost's vision of offering mentorship and professional development programming for academics at all stages of their careers at the University. The Director also fosters and supports connections of academics amongst each other to ensure they are fully assimilated into the campus community.

The Director works closely with the Vice Provost and Associate Vice President Research (Equity, Diversity and Inclusion) and the Vice Provost and Associate Vice President Research (Indigenous Engagement) on any EDI or IE initiatives from the HR perspective. The Director works closely with senior leaders at the university and often deals with confidential and sensitive information.

The Director will work in a strategic, complex, dynamic and fast-paced environment, while managing diverse stakeholder needs and supporting multiple projects crossing a range of functions/disciplines. Additional hours may be required during peak periods. Flexibility during the workday will be required, as the position will be required to facilitate and participate in meetings and work activities outside of core hours. A consistently high volume of work and constant moderate stress are components of the job. This position deals with highly confidential human resource materials and requires the ability to exercise considerable discretion, judgment, and independent decision-making concerning the effective management of information, both internally and externally.



## Accountabilities

### Talent Management

- Leads strategy and in some cases, provides hands on support in the areas of leadership development, career development, organizational development and design, performance management, employee engagement, change management, and succession planning for all faculty and staff.
- Leads career development programming for academics and staff to optimize employee development and meet the workforce needs of the university.
- Develops effective strategies for sourcing, attracting, deploying, developing and retaining faculty and staff in the university, incorporating the employee value proposition, sourcing, attraction and related assessment tools.

### Academic Training and Development

- Under the direction of the Provost, leads the design, development, facilitation, implementation and evaluation of academic leadership programming.
- Oversees new Academic orientation and fosters connections of academics amongst each other to ensure they are fully assimilated into the campus community.

### Strategic Planning and Program Management

- Develops, implements and maintains talent management programs and policies for Academics and Staff.
- Develops strategies for organizational effectiveness and organizational transformation, and supports transformational change within organization with appropriate tools, communications, strategy and implementation with HR leaders.
- Works closely with the Vice-Provost, EDI and Vice-Provost, IE to provide an HR perspective on EDI and IE initiatives.

### Leadership/Management

- Ensures the strategic use of HR resources in providing the effective and efficient delivery of talent management related services to Faculty and Staff.



- Creates and builds commitment to the vision for HR through effective communication strategies.
- Actively develops close partnerships with the Deans and Senior Leadership, HR COE Leaders and service providers as well as other University of Calgary departments including Information Technology, Finance, Advancement and front-line management.

### Occupational Health & Safety

- Understands and complies with the requirements of the University's Occupational Health and Safety Policy and ensures that all work conducted is in accordance with the Alberta Occupational Health and Safety Act, Regulation and Code and other health and safety legislation as applicable.

### The Person

- The individual will be a seasoned HR professional with strategic insight and proven experience in organizational and leadership development, succession planning, and talent management including strategic recruitment. As a member of the Human Resources Leadership team, this individual must be proactive, hands-on, capable of suggesting new and meaningful alternatives to current practices and programs, anticipating both strategic and tactical plans required to accomplish the mission-at-hand. Highly developed team building, influencing, and collaboration skills are required.
- As a member of the Provost's team, this individual must have strong skills in the areas of leadership coaching, training and development (including facilitation both virtually and in person) as well as relationship building and communication with senior leaders including academics to help bridge the gap between academic staff and HR.
- Bachelor's degree in a related field; an advanced degree is strongly preferred (Master's or PhD).



- 10+ years of successful and relevant experience at a Director level, leading a Talent Management practice and team gained in significantly sized and complex organization(s).
- 10+ years of experience in all areas of Talent Management.
- Experience in an academic environment or working with academics is a strong asset.
- Experience facilitating training specific to academics is a strong asset.
- Experience in a complex unionized environment is a strong asset.
- Superior track record in leading, mentoring and developing a team to achieve desired goals and objectives.
- Proven experience partnering with leaders to assess complex situations and provide effective and practical advice considering operational interest.
- Superior track record of developing and delivering initiatives and programs that raise organization-wide leadership capabilities.
- Certification or experience with psychometric assessments (Insights), Action Learning/Coaching.
- Excellent group facilitation skills with the ability to consider all points of view and reach effective recommendations.
- Change management certification.

## Compensation

A competitive compensation package will be provided including an attractive base salary and excellent benefits. Further details will be discussed in a personal interview.

## Express Your Enthusiasm

Email a cover letter and tailored resume (PDF or Word document only) to **Allan Nelson or Shalini Bhatti** at **Calgary@leadersinternational.com** indicating the job title in the subject line of the email.

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