



LEADING THE RISE

OPPORTUNITY PROFILE

Dean, School of Nursing & School of Health Sciences





The Organization

Saskatchewan Polytechnic serves 28,000 distinct students (16,000 full load equivalent) through applied learning opportunities at campuses in Moose Jaw, Prince Albert, Regina and Saskatoon on Treaty 4 and Treaty 6 Territories and the homeland of the Métis people, and through an extensive range of distance education opportunities. It is the province's only polytechnic and its primary institution for post-secondary applied education and research.

As one of 13 members of Polytechnics Canada, Sask Polytech is committed to offering a broad range of educational experiences that are student-centered and industry responsive, offering more than 150 certificate, diploma and degree programs, and 23 apprenticeship programs. Sask Polytech provides the skills and education that the province needs to grow and prosper, and has a long history of working closely with industry and the community to meet education needs. The Polytechnic Advantage enables students to choose among degree-level programming, certificate, diploma, apprenticeship and post-graduate credentials, and brings a high level of practical experience to the workforce.

Sask Polytech is recognized nationally and internationally for its expertise and innovation. Sask Polytech is committed to creating high-quality jobs for the future and has a goal of becoming the first-choice polytechnic in Canada. Sask Polytech's commitment to educate students and provide skilled and successful graduates has a total impact of \$2.2 billion on Saskatchewan's economy. This is the finding of a new economic impact analysis completed by Emsi, a labour market analytics firm. More information about the analysis can be found online at saskpolytech.ca/economicimpact

Sask Polytech employs about 1,700 full-time equivalent staff including academic, professional services and out-of-scope team members who are located across the four campus locations. The team has a sense of excitement about the direction in which Sask Polytech is heading. Sask Polytech's new [Strategic Plan](#), sets the course for the institution's direction for 2020-2025. It is built on a commitment to ensure that graduates receive the education and hands-on learning opportunities they require to succeed in their jobs, in their communities and in life.



The Opportunity

The Dean of the Schools of Nursing and Health Sciences reports to the Provost and Vice President, Academic. By providing exceptional academic leadership and ensuring academic integrity, the Dean holds the responsibility to prepare our graduates for success in their field of employment. The role of the Dean is also to guide and lead exceptional staff in their commitment to our students and shared strategic priorities.

As a member of deans' council and the senior leadership team, this position plays a key role in academic leadership and strategic planning across the institution. With a budget of over \$30 million, the Dean of the Schools of Nursing and Health Sciences will lead a team comprised of two associate deans, a Director of Centre for Health Research, Improvement and Scholarship, eight academic chairs, 21 program heads, three simulation centres and more than 500 full and part-time staff across four campuses in Saskatchewan.

By implementing a clear and concise strategic plan, the Dean will drive initiatives that meet labour market demands, manage resources and ensure fiscal viability of the schools. Encouraging excellence in teaching and innovations in programming, fostering and supporting research and scholarship, and inspiring faculty and staff of the schools to ensure a positive and productive working environment are key to achieving success in this position. The Dean is responsible for building strong relationships with other schools and departments within Saskatchewan Polytechnic and with external stakeholders at the local, provincial, and national levels.

The School of Nursing offers 15 innovative nursing education programs that span the entire family of nursing and specialized areas of practice. Graduates are prepared to practice in practical nursing, psychiatric nursing, registered nursing and nurse practitioners as well as specialize in perioperative nursing, critical care nursing, emergency nursing, diabetes education, occupational health nursing and continuing care assistance. Through flexible and distance delivery methods, students access the programs where they live and work.

The School of Health Sciences offers 15 innovative programs that prepare health professionals for practice in dental assisting and dental hygiene, paramedicine, pharmacy technician, medical diagnostics, health information management, veterinary technology and therapeutic recreation.

Based in any of our campus locations, this position is one of five deans reporting to the Provost and Vice President, Academic. Travel is required between all campuses for program and administrative responsibilities, as well as travel provincially, nationally and occasionally internationally to represent the schools and Saskatchewan Polytechnic.

Accountabilities

1. Academic Leadership

- Develop and direct strategic enrolment management focused on the goals and objectives for the schools. This requires oversight and understanding of the key indicators and drivers, inspiring the Schools' faculty leaders to achieve the strategic enrolment objectives and measures.



- Ensure our educational requirements exceed those required by employers, and that our graduates are job-ready and prepared for rewarding careers, with focus as a Quality Learning Organization. By balancing our delivery of innovative programs and services with being responsive to changes in the healthcare sector, the Dean will ensure our graduates are able to seamlessly integrate into employment.
- Develop partnerships with employers and the community to enable opportunities and enhance our learning environment and programs. The Dean will ensure the Program Advisory Committees fulfill their purpose to promote excellence in program delivery and outcomes for our students and faculty.
- Lead the development and implementation of new programs and explore expansion of programming in cutting-edge and emerging areas of the health sector,
- The Dean will need to maintain connections to advancements in the health sector, and create synergies and partnerships with external stakeholders to advance the goals of advancing flexible learning and revenue-generating opportunities. By leading in this area, the Dean will ensure an entrepreneurial and forward-thinking mindset is embedded and fostered within the Schools.
- The Dean will develop close a partnership with the School of Continuing Education to leverage new opportunities.
- Future-focused learning and teaching methods and the increased importance of technology will bring opportunities and advancements in post-secondary education and work-ready education. Being a champion and advocate for effective learning and teaching infrastructure will be a continuing priority of this role. Rapid change in technology and the advancements in industry converge in the learning environment and require constant consideration in this role.

2. Applied Research and Scholarship Leadership

- As a key differentiator in a polytechnic environment, our focus on applied research and scholarship creates opportunities to showcase our innovation and collaboration. The value of applied research and scholarship opportunities to enrich our faculty experience and enhance student outcomes are the pillars of our clinical practice education model. Our polytechnic environment thrives on providing real-world solutions to industry research partners that improve our students' experience. As the

academic leader for the schools, the Dean will support opportunity and advancement in this key strategic area, particularly as we advance our degree and post-graduate programming.

- By assessing the opportunities for potential student applied learning, research opportunities and/or community partnerships, the Dean will work collaboratively with the Office of Applied Research and Innovation to increase external applied research funding.

3. Strategic Planning

- Academic program leadership includes faculty and staff recruitment, programming, teaching, learning, integration and application of technology, facilities, community partnerships, student services and support and administration. The student life-cycle is at the forefront of the actions and planning of the Dean and for the Schools. The Dean will be a champion for quality outcomes and programming in service to our students.
- Annually review program mix to support program suspensions and deletion in keeping with student and labour market demand. As a member of the senior leadership team and deans' council, the Dean will coordinate the development of institutional and school-focused priorities within a multi-year business plan framework. This includes the visioning, developing, integrating and measuring of these goals and objectives to inspire forward thinking and drive through the leadership of others.
- Ensure activities are aligned with the Saskatchewan Polytechnic strategic plan and directions set by its board of directors and senior management council. The Dean will also complement the strategic planning framework to a balanced scorecard and project management operating environment. By doing so, the Dean will link meaningful measures and outcomes to ensure the Schools' strategic plans align to the institution's overall strategic model, and ensure agility in the face of emerging trends, changing priorities and changing needs of stakeholders.
- Through the school leadership team, oversee operations, implement processes to increase operational efficiency and ensure accountabilities and behaviours align to the vision stated by Saskatchewan Polytechnic.
- Work with employers and community partners to collaboratively develop and support the labour market



4. Relationship Management

INTERNAL

- Work closely with the Provost and Vice President Academic, Associate Vice Presidents, Deans, Associate Deans, Academic Chairs and Directors to ensure high quality services are integrated, supportive and meet the overall institutional direction.
- Seek and build collaborative relationships across both academic and administrative portfolios to optimize effort and ensure both school and organizational objectives are reached.
- Participate and contribute to Saskatchewan Polytechnic's operational effectiveness and policy development in a wide range of strategic and operational decisions through the deans' council and other committees or councils. The role of the Dean is to be inquisitive, inspiring and transparent in their leadership.
- Develop a collegial, positive relationship with faculty and staff within the Schools, facilitate change-management, encouraging forward-looking evolution in delivery of programs and innovation in curriculum.

EXTERNAL

- Seek out and foster relationships with employers and educational partners on national, provincial and regional levels through shared projects, committees and other meaningful engagements.
- Develop and maintain relationships with external agencies, various ministries and government organizations, and other partners in the education system (provincial, national and international).
- Maintain a strong working relationship with the University of Regina for the collaborative nursing degree program.
- Represent Saskatchewan Polytechnic in media relations as necessary.
- Work with the Advancement division to identify corporate and private donations to support Saskatchewan Polytechnic's mission.



5. People Management

- Ensure a positive, diverse and inclusive work and learning environment.
- In partnership with Human Resources, work to effectively recruit and retain outstanding staff aligned to Saskatchewan Polytechnic's values of respect, integrity, sustainability and excellence.
- Coach, develop and mentor direct reports to ensure their success.
- Hold employees accountable for outcomes and a high level of performance by addressing people management issues within the school in a timely manner.
- Plan for future key leadership roles by ensuring succession and workforce planning initiatives are implemented within the school.
- Promote positive employee engagement.

6. Resource Allocation

- Identify and set business plans for revenue generation opportunities within the Schools, monitoring results and value for services offered.
- Develop innovative solutions to resource challenges while ensuring alignment with the institute's strategic goals
- Ensure resource allocation for all programs and services are aligned with the strategic priorities and in accordance with Schools' objectives; monitor the Schools' progress in meeting its objectives, project plans and priorities, as set in the multi-year business plan.
- Provide monthly and ad-hoc reports to the Provost and Vice President, Academic as required.
- Manage school budgets and faculty workload to ensure efficient use of resources and monitor yearend forecasts.

7. Risk Assessment and Management

- Identify, assess and manage risks in the school planning processes and more broadly, across the organization.
- Assess the viability and feasibility of concepts for their innovation, sustainability and relevancy to the Saskatchewan Polytechnic environment.
- Ensure accountability and transparency of the Schools' activities, information and reports.
- Ensure compliance with federal and provincial laws, regulations, institute policies and collective agreements.
- Ensure the general safeguarding and stewardship of all resources within the Schools. Define and hold accountable those with accountability and authority in the Schools.

The Person

Our ideal candidate is a qualified nurse leader holding a master's or doctoral degree, with three to five years of teaching experience in a post-secondary environment. Experience in research will be an asset. Eligibility for registration with the SRNA is also required. Progressive leadership in a large, complex organization and a history of senior-level leadership experience is necessary for this role. Demonstrated experience developing and leading high-performance teams in a post-secondary education environment and leading innovation is recommended for success in this position. Relevant industry-related experience will also be considered.

Required Competencies

Leads Transformation

Anticipates emerging trends, creates and leverages opportunities to shape and transform the organization and the polytechnic sector in Canada.

Inspires Courage and Innovation

Models and enables creative thinking, curiosity, and calculated risk taking to create new solutions and enable transformative change.

Cultivates Strong Relationships

Builds strong and trusting relationships and brings a stakeholder and learner-centric mind set and focus to all elements of the organization.

Drives Operational Excellence

Leverages data, business insights, and operational rigor to build long-term, sustainable success.

Builds Leadership & Culture

Brings authenticity, emotional intelligence and accountability to develop leadership effectiveness in individuals, teams, and our culture.

Location

The successful candidate will be based out of Saskatoon, however, Regina may also be considered. A relocation package will be provided as required.

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

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