



# LEADING THE RISE



## **OPPORTUNITY PROFILE**

**Dean, Remai School of Construction and  
School of Transportation**



## The Organization

<https://saskpolytech.ca/>

Saskatchewan Polytechnic is the province's only polytechnic and the primary institution for post-secondary applied education and research. Proudly sharing land located in the homeland of the Metis people and on Treaty 4 and Treaty 6 Territory, we serve more than 26,000 students through campuses located in Moose Jaw, Prince Albert, Regina and Saskatoon. Saskatchewan Polytechnic offers more than 150 certificate diploma and degree programs, including two collaborative baccalaureate degree programs and a collaborative master's degree program, basic education and academic upgrading, credit and non-credit extension courses, apprenticeship training, televised, hybrid, online, distance and off-campus programming. Our programs are led by a most accomplished and innovative faculty. As a member of Polytechnics Canada, we are committed to offering a broad range of educational experiences that are student-centered and industry responsive.

Saskatchewan Polytechnic provides the skills and education that the province needs to grow and prosper. We have a long history of working with industry and the community to meet education needs demonstrated by our excellence in teaching, strength in research and proven student success. Through our partnerships we ensure our programs match opportunities in the real world. Our people are key to our success – the role of Dean is to guide and lead exceptional staff in their commitment to our students and shared strategic priorities.

## The Role:

### **Dean - Rемаi School of Construction and School of Transportation**

As a member of Deans' Council and the Senior Leadership Team, this is a key role in academic leadership and strategic planning across the institution. With a budget of over \$22.6 million, the Dean of the Rемаi School of Construction and the School of Transportation will lead a team comprised of one associate Dean, three academic chairs, 20 program heads and approximately 170 full- and part-time staff across our four campuses in Saskatchewan.

Reporting to the Vice Provost, the Dean of the Rемаi School of Construction and the School of Transportation is responsible for providing exceptional academic leadership and ensuring academic program quality. The Dean will provide a strategic vision for the two Schools to position the institution to offer the future-focused programs that prepare our graduates for success in their field of specialization.



By implementing a clear and concise strategic plan, the Dean will drive initiatives that meet labour market demands, manage resources, and ensures fiscal viability of the two Schools. Encouraging excellence in teaching, fostering and supporting research and inspiring staff of the two Schools to ensure a positive and productive working environment are key to achieving success in this position. The Dean is responsible for relationship building with other Schools and departments within Saskatchewan Polytechnic and with external stakeholders at the local, provincial, and national level. The incumbent will also work closely with the Dean of the School of Continuing Education to proactively identify areas of new program offerings and revenue generation.

The Remai School of Construction provides hands on experience to students looking to enter a career in construction or building technologies. The School has 19 programs that provide students with experience and training to match industry driven needs. These programs are led by enthusiastic instructors with industry experience that provide students applied learning models using our top-quality facilities and tools. The programs range from applied and certificate level through to diploma. This is a dynamic and ever-changing School that directly serves the high demands of industry in the province.

The School of Transportation covers all complexities of the transportation industry. Be it working with the tools of industry as offered in the parts management program, commercial pilot program or the agricultural, heavy equipment and automotive programs, students in the 20 programs offered gain direct experience from highly qualified instructors and industry partners. These highly sought after programs are directly tied to Saskatchewan's economy.

Based in any of the campus locations, this position is one of six Deans reporting to the Vice Provost. 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 Sask Polytech.



## Accountabilities

### Academic Leadership

- Develop and direct the 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 business and industry, 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 while responding to changes in industry ensures our graduates are able to seamlessly integrate into employment.
- Partnership with industry enables opportunities to 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.
- Oversight and vision for the advancement of extension and revenue generating opportunities requires the Dean to maintain connection to advancements in industry and the ability to create synergies and partnerships with others. By leading in this area, the Dean will ensure an entrepreneurial and forward-thinking mindset is embedded and fostered within their Schools.
- Future focused learning and teaching methods and the increased importance of technology in this industry will bring opportunities and advancements in post-secondary education and work-ready training. 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.

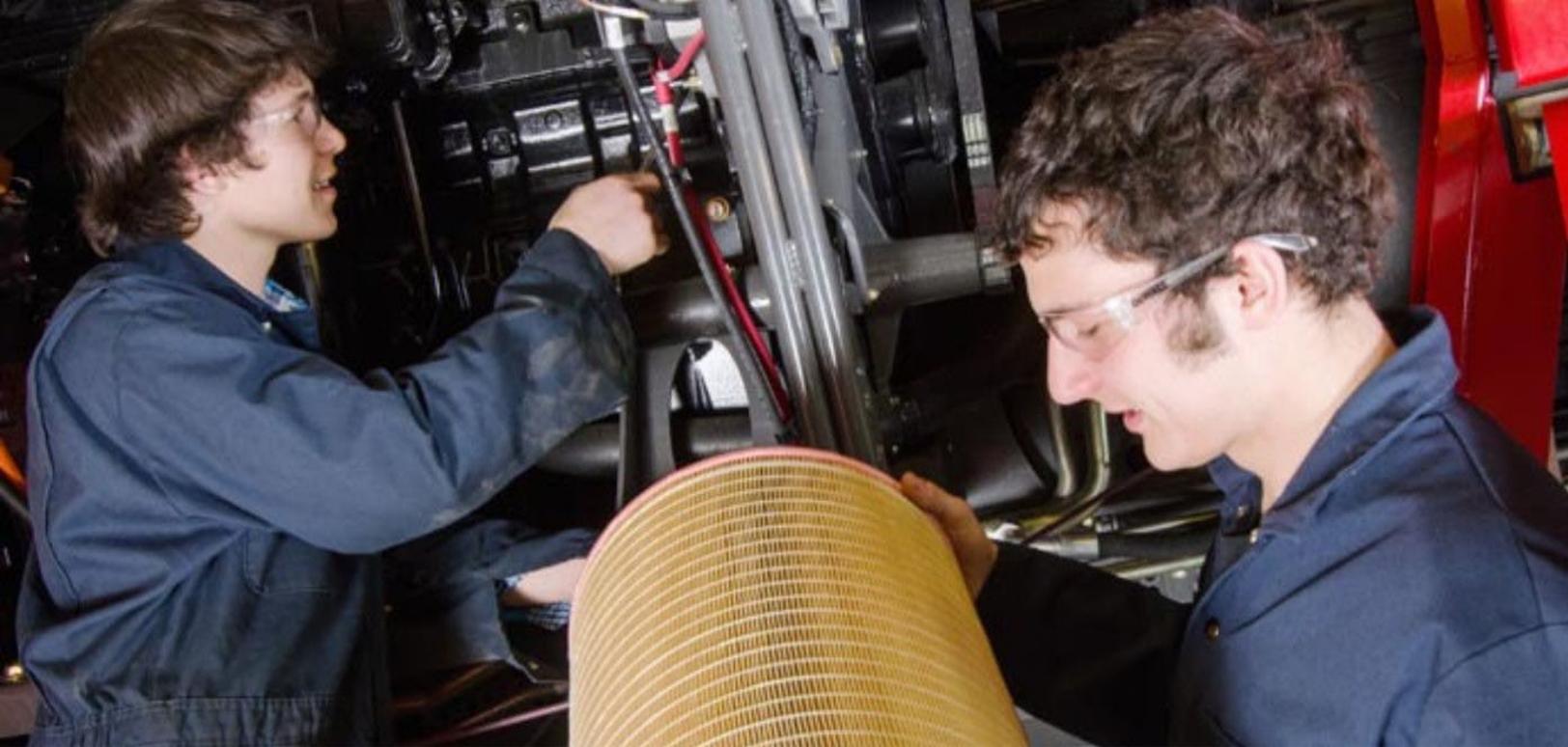


### **Applied Research and Scholarship Leadership**

- As a key differentiator in a polytechnic environment, our focus on applied research and scholarship creates opportunities to show case 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 work-integrated learning 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 industry partnerships, the Dean will work collaboratively with the Office of Applied Research and Innovation to increase external applied research funding.

### **Strategic Planning**

- Academic program leadership includes; recruitment, programming, teaching, learning, integration and applications of technology, facilities, industry partnership, student services and support and administration. The student life cycle is forefront in the actions and planning of the Dean and for the School. 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. Further, complementing 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 School's strategic plans align to the institutions' overall strategic model, and ensure agility in the face of emerging trends, changing priorities and changing priorities 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 industry partners and employers to collaboratively develop and support the labour market.

## **Relationship Management**

### **Internal**

- Work closely with the Provost and Vice President Academic, Associate Vice Presidents, fellow 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 divisions 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 Deans' council and other committees or councils. The role of the Dean is to be inquisitive, inspiring and transparent in their leadership.

### **External**

- Seek out and foster relationships with industry 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 training system (provincial, national and international).



- Represent Saskatchewan Polytechnic in media relations as necessary.
- Work with Donor & Alumni Relations to identify corporate and private donations to support Sask Polytech's mission.

### **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: 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.

### **Resource Allocation**

- Identify and set business plans for revenue generation opportunities within the School, 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 School objectives; monitor the School's 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.



## 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 School's 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 School. Define and hold accountable those with accountability and authority in the School.

## The Person

The ideal candidate will have a graduate degree in a related field of study and a history of senior-level leadership, although an equivalent combination of relevant education and industry-related experience will also be considered. Experience in applied research will be an asset. Key to success in this role will be a proven track record in leading innovation, as well as developing and leading high-performing teams within a post-secondary education environment.

## Required Competencies

### Leads Transformation

Anticipates emerging trends and creates opportunities that shape and transform the organization and polytechnic sector in Canada.

### **Inspires Courage & 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 internal and external relationships and brings a stakeholder and learner-centric mindset and focus to all elements of the organization.

### **Drives Operational Excellence**

Leverages business insight, financial acumen, and operational rigor to maximize productivity and build long-term, sustainable success.

### **Builds Leadership & Culture**

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

## **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 **Heather Fookes** at [calgary@leadersinternational.com](mailto:calgary@leadersinternational.com) indicating the job title in the subject line of the email.

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