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## OPPORTUNITY PROFILE

### PRESIDENT AND VICE CHANCELLOR



KWANTLEN  
POLYTECHNIC  
UNIVERSITY

the right people

## KWANTLEN POLYTECHNIC UNIVERSITY PRESIDENT AND VICE CHANCELLOR

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## THE ORGANIZATION

## KWANTLEN POLYTECHNIC UNIVERSITY

[Kwantlen Polytechnic University](#) (“KPU”) is an innovative, transformative, and ambitious post-secondary institution. As Canada’s only polytechnic university, KPU takes pride in combining academic excellence with practical, hands-on, and experiential learning opportunities that prepare its graduates for successful and rewarding careers, while also providing them with the critical understanding necessary for good citizenship. KPU ensures that its graduates are prepared for a lifetime of learning and re-learning so they can adapt to the fast pace of change in the workplace and in society at large.

KPU has five campuses: three in Surrey, and one each in Richmond and Langley, ~1,500 FTE employees, 17,500 students and 77,000 alumni. With programs delivered across nine Faculties – Arts, Business, Science, Health, Design, Trades & Technology, Academic & Career Preparation, Educational Support & Development, and Graduate Studies – KPU has proudly served the South Fraser Region of the Lower Mainland since 1981.

KPU offers a diverse range of credentials, including certificates, citations, diplomas, bachelor’s degrees, and post-baccalaureate programs. These are designed to successfully meet the evolving needs of regional and global employment markets and to further enhance opportunities for working professionals.

The KPU community respectfully acknowledges that it lives, works, and studies in a region that overlaps with the unceded traditional and ancestral First Nations territories of the xʷməθkʷəy̍əm (Musqueam), qíćá’y (Katzie), SEMYOME (Semiahmoo), scáwaθən (Tsawwassen), qíqéy̍t (Qayqayt), and kwíkwəł̓ám (Kwikwetlem); and with the lands of the q̓wá:n̓ł̓áćh (Kwantlen First Nation), peoples, who gifted their name to the university.

To learn more, please visit KPU’s [website](#).

The President & Vice Chancellor ("President"), serving as the CEO, is responsible for the leadership and general management of the affairs of KPU in accordance with provincial legislation and policies, and strategy set by the Board. The President articulates a direction that is congruent with the KPU's mission, vision, values, and goals in furthering its academic standards and fulfilling its role as a polytechnic university in the community. The President provides strategic, visionary, informed, and effective leadership and decision-making in a complex, multi-faceted, and public context. The President ensures materials are available for Board activities and participates in the essential functions of the Board, including governance, compliance, and policy formulation.



KPU is at a critical stage in its evolution; coming on the heels of a decade of growth and change, KPU's next President will lead an institution which has leveraged the considerable talents of its communities to innovate, raise its profile, rebuild its infrastructure, and solidify its partnerships, but must also work through the pressures connected with declining international student enrolment. KPU must remain agile, at the vanguard of change, with a President who understands how education will prepare tomorrow's workforce and global citizens.

This is an outstanding opportunity for a dynamic leader to take KPU to the next level. Balancing the responsibilities of external relationships and internal stewardship, the President should be accessible and transparent, and able to find the common purpose amongst the institution's many communities. With an increased focus on reconciliation and decolonization; anti-racism; justice, equity, diversity, and inclusion; and environmental sustainability, the President will know how to put these ideas into meaningful action in order to create an institution that welcomes and supports all learners.



## Key Responsibilities

- Provide leadership for the establishment, review and articulation of KPU's Strategic Plan, vision, mission, values and goals, and facilitate their implementation using a consultative and collegial process;
- Be accountable for all aspects of KPU's operation, with responsibility for effective leadership, and accurately evaluate the risks associated with decisions; this requires familiarity with federal, provincial and municipal laws that are relevant to university operations, in addition to the principles of fairness and equity that must be applied to all parties impacted by decisions;
- Foster strong relationships with Indigenous leaders and communities and guide KPU's implementation of the Truth and Reconciliation Commission of Canada: Calls to Action; the President shall support the development and implementation of [KPU's Indigenization Strategy](#);
- Advocate for KPU in a range of strategic areas by forging strong relationships with a variety of partners, including local, provincial, and federal governments, community and business organizations, Indigenous groups and communities, KPU alumni, and other relevant partner groups;
- Ensure that anti-racism, justice, equity, diversity, and inclusion inform the institution's decision-making and positively impact cultural and learning environments, and support the implementation of KPU's Task Force on Anti-racism, the [Accessibility Plan](#), and the [EDI Action Plan](#);
- Create a culture of wellness that enhances and respects the health of employees and students, and provides the necessary resources to enable these objectives;
- Participate in the establishment of governance and administrative policies and procedures that guide all aspects of the operation of the institution and ensure that such policies and procedures comply with applicable laws and best practices in the B.C. post-secondary context;



- Ensure long-term economic sustainability by exhibiting sound fiscal management, advocating for resources from government, and exploring additional sources of revenue;
- Ensure that KPU employees have the resources and supports that they need to succeed and thrive through all stages of their career;
- Articulate a vision that integrates ecological sustainability into leadership of university operations and academic programming, with a focus on transition to a low-carbon economy;
- Lead all long-range planning processes and ensure that the processes are informed by research and completed in a timely manner;
- Work with the Board Chair and Committee Chairs to establish meeting agendas, materials, and reports, support professional education, and provide support as required by the Board and Committees to facilitate its governance functions; represent and articulate to the Board the views of KPU's constituents;
- Administer international education such that it is in line with KPU's mission, vision, goals, and values, ensuring students and employees are properly supported;
- Establish and maintain a positive climate that is reflective of the values identified in the [Strategic Plan](#), thereby encouraging excellence in instruction and services by maximizing opportunities for expression of the creativity and skills of KPU's employees;
- Maintain direct lines of communication with external agencies and government (including the relevant ministries, government officials, and elected representatives) in order to address emerging issues; and
- Ensure that student learning needs are identified, understood, and met and that relevant curriculum and quality educational services are developed and implemented.

## THE PERSON

The President should be a visionary leader who possesses the collaborative skills, presence, and wherewithal to inspire KPU's communities and partners. The President comes from an academic background, leading at both the strategic and operational levels, convening Board, employees, students, industry, government, and external communities to achieve great things. Leading transparently and with humility, they should live with a sense of integrity that aligns with KPU's mission as a polytechnic university and be comfortable operating in a bicameral governance structure. Meaningful engagement with Reconciliation, and equity, diversity and inclusion is expected. The President should possess the business acumen, innovative spirit, global view, agility, and forward thinking required to guide the institution through growth and evolution.



### Professional and Personal Qualifications

- Either a graduate degree (doctorate, preferred) or a terminal credential in the candidate's field, from an accredited institution;
- At least ten years of recent, relevant senior administrative experience at the post-secondary level with a grounding as an educator; an equivalent combination of education and experience may be considered;
- Experience reporting to a board or serving on boards are assets; a broad knowledge of trends in post-secondary education, in B.C., nationally and internationally;
- Knowledge and experience working with Indigenous partners and advancing Reconciliation;
- Understanding of campus planning, capital projects and asset management preferred;
- A track record working to advance Justice, Equity, Diversity, & Inclusion ("JEDI"), and sustainability;
- Extensive experience and knowledge to create policies and encourage practices that are congruent with best practices in HR management, risk management, JEDI, Reconciliation, and service provision; and
- Knowledge of change management in the context of large transformation projects.



## Competencies and Personal Characteristics

**Leadership** – Achieves desired organizational results by encouraging and supporting the contribution of others; a proactive and positive team player who acts with a sense of urgency and leads by example; sets and communicates clear goals.

**Accountable** – Holds self and others accountable for responsibilities; focuses on results and measuring attainment of outcomes in a business focus.

**Strategic** – Develops a plan in support of organizational strategic direction. Demonstrates an understanding of the link between one's job responsibilities and overall organizational goals and needs, and performs one's job with the broader goals in mind.

**Integrity, Honesty & Humility** – Demonstrates a resolute commitment to and respect for the spirit behind the rules and core values of the organization, setting an example of professionalism and ethical propriety.

**Influential and Collaborative** – Has an open and consistent approach to working with others and possesses strong interpersonal skills, with the ability to build relationships and develop/maintain partnerships, obtaining partner group agreement.

**Creativity and Innovation** – Develops new insights into situations; questions conventional approaches; encourages new ideas; designs and implements new or cutting-edge programs/processes.

**Effective Working Relationships** – Treats colleagues, with respect; resolves conflicts in a timely and calm manner, negotiates effectively, and provides effective feedback to colleagues/employees.

**Communication** – Clearly presents written and verbal information; writes with clarity and purpose; communicates effectively in both positive and negative circumstances; listens well.

**People Development** – Fosters learning and development of others through coaching, managing performance and mentoring; has a desire to develop others and help them succeed; formally and informally recognizes deserving students and colleagues.

**Student Focused** – Anticipates and attends to the needs of students, and other internal and external partners of the organization; keeps the student interests in the forefront.



KPU is strongly committed to hiring based on merit with a focus on fostering diversity of thought within its community. KPU welcomes those who would contribute to the further diversification of its employees, its faculty and its scholarship including, but not limited to, women, Indigenous, Black and People of Colour, Persons with Disabilities and persons of any sexual orientation or gender identity. Please note that all qualified candidates are encouraged to apply, however applications from Canadians and permanent residents will be given priority.

## COMPENSATION

A competitive compensation package will be provided including an attractive base salary and excellent benefits. The salary range is \$250,000 to \$282,500. Further details will be discussed in a personal interview.

## FOR INFORMATION PLEASE CONTACT:

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