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VANCOUVER EDMONTON CALGARY SASKATOON WINNIPEG TORONTO OTTAWA MONTREAL



OPPORTUNITY PROFILE ASSISTANT VICE PRESIDENT, RESEARCH

LOCATION: AURORA CAMPUS, INUVIK, NWT

COLLÈGE AURORA COLLEGE



AURORA COLLEGE

ASSISTANT VICE PRESIDENT, RESEARCH

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THE ORGANIZATION AURORA COLLEGE

Aurora College ("Aurora", "the College") is the cornerstone of the NWT post-secondary education system. It operates three campuses in Yellowknife, Fort Smith, and Inuvik, and serves all 33 communities in the territory through distance learning. The NWT covers more than 1.3 million square kilometres and has a population of approximately forty-five thousand people. Over history, the NWT has evolved from a jurisdiction run from Ottawa to an elected consensus-style territorial government with its own unique cultural and educational needs. The devolution of land and resource management responsibilities from the federal government to the territorial government has further strengthened northern decision-making and self-determination. Combined with the significant role of Indigenous governments through modern treaties, self-government agreements, and collaborative governance arrangements, this has created one of the most unique and partnership-driven governance environments in Canada.

Today, the College is changing to increase access to quality post-secondary education for all NWT residents and better meet the needs of the NWT labour market. In 2018, the Government of the Northwest Territories (GNWT) made a bold commitment to transform Aurora into a polytechnic university. The College has received its organizational evaluation on readiness and is actively progressing towards that goal, with the aim of offering the first "made in the north for the north" degree in 2029. During the transformation, Aurora College continues to serve the residents of the Territory with programming at three campuses across three faculties ranging from micro-credentials, to upgrading and continuing education, diplomas, apprenticeship and trades, certificates, and bachelor degrees.

This is an exciting time to be in the NWT, with generational investments in the North from the Federal Government and a commitment to growth and self-sustainability. Aurora College strives to meet the GNWT's vision for post-secondary education: that every resident of the Territory has an equitable opportunity to reach their full potential by obtaining a post-secondary education from an institution that is student centred, accessible, high quality, relevant, and accountable.

For more information, please visit the Aurora College website.

THE OPPORTUNITY ASSISTANT VICE PRESIDENT, RESEARCH

The Assistant Vice President, Research ("AVP Research"), as Aurora College's research leader for the Academic and Research Division ("ARD"), provides overall administrative leadership for the management of the research activities. The AVP Research works closely with the VP Academic & Research ("VPAR") to support the growth of research activities both across the College and, more broadly, across the NWT. The AVP Research oversees the operation of multiple research centres and ensures the delivery of research supports to a broad range of scientists from across the NWT, Canada, and the international community. They work to enhance research program delivery, including the effective monitoring and reporting of research activities, and ensuring the College's tri-council eligibility requirements remain in good standing.

The AVP Research cultivates research partnerships with federal, territorial, Indigenous, and community governments and other private, public and non-governmental partners. They lead engagements with Northern research networks, the circumpolar research community, and national funding agencies.



Aurora Research Institute ("ARI") is the research branch of the College. ARI facilitates and conducts research in the NWT and acts as a hub of northern knowledge. ARI advances the territory's research capacity through discovery, outreach, and education. ARI is a hub for Northern researchers through the three research centres: Western Arctic Research Centre (Inuvik), South Slave Research Centre (Fort Smith), and the North Slave Research Centre (Yellowknife). It also provides logistical support to researchers in the NWT, including laboratory facilities, office space, storage, accommodation, and equipment rentals.

Leading a team of over 30 employees and a total budget of $10M, the AVP Research works under the strategic leadership of the VPAR to establish long-term plans for the research branch which flow from College strategic plans; ensures the provision of research services are aligned with the College's multi-campus centre model; manages agreements with GNWT for Shared Services.

The AVP Research is critical to the development and implementation of change to the overall role of research at Aurora. In particular, they are required to provide mentorship and direction to all faculty and staff in as Aurora College embraces a culture of research and research-informed teaching.



Key Responsibilities

Ensures Effective Management of Research Projects Affiliated with Aurora College

- Develops the policies and processes to ensure funds given to the College by granting agencies are appropriately spent and accounted for;
- Supports interdisciplinary, cross-disciplinary and student-based research;
- Develops, guides and oversees research policies while ensuring compliance with other relevant requirements, including legislative, ethics, regulatory, and funding agencies;
- Communicates and ensures attainment of research goals by effectively managing projects and programs;
- Leads the provision of services and supports to enable the effective functioning of research activities;
- Fosters the expansion of research and strengthens the relationship between research and teaching;
- Supports research so individuals can achieve success in attracting research funds in international and national peer-reviewed competitions and through government and private sector partners;
- Establishes and supports joint research projects with other institutions;
- Fosters research that supports, represents, and promotes Indigenous ways of knowing;
- Oversees Aurora College's use of the GNWT Shared Services agreements and develops a productive relationship with the GNWT regarding the on-going use of, or any changes to, these agreements.

Oversees the Operation of Multiple Research Centres and Supports Scientists Regionally and Internationally

- Develops partnerships that enhance collaborative research, knowledge transfer, and innovation;
- Provides mechanisms that support research applications to attract and secure funding from a variety of sources, including peer-reviewed competitions, government, and private partners;
- Reviews and enhances the College's Research Services and provides targeted supports to meet faculty's needs to execute and complete research initiatives;
- Establishes milestones and key performance indicators.



Promotes a Culture of Strong Academic Research

- Promotes the development and enhancement of exceptional research and scholarship;
- Ensures high academic standards and academic freedom and advocates for academic integrity;
- Identifies, develops, and proposes research performance criteria;
- Promotes College faculty and student research both within and outside the College;
- Develops and protects intellectual property.

Human Resources and Organizational Effectiveness

- Provides leadership and support to staff in the research branch and across the College;
- Works in partnership to implement recommendations from the Indigenous Knowledge Holders Council to strengthen Indigenous ways of Reconciliation, Revitalization, and Reciprocity in the development of policies and decisions, which foster the success of Indigenous students and staff at Aurora College;
- Determines staffing requirements and professional development plans for staff and in consultation with appropriate partners; ensures requirements and plans comply with the collective agreement;
- Encourages the development of leadership skills in all staff, particularly leaders in the research branch;
- Demonstrates a commitment to on-going personal and professional development; remains abreast of evolving thinking in their field and actively pursues opportunities for professional growth;
- Ensures the recruitment process are conducted according to the GNWT and College policies;
- Ensures consistent action is taken to discipline staff when necessary, using the progressive discipline model; seeks assistance from the GNWT Department of HR to enforce discipline and from the VPAR along with the President's Office in the event of dismissal;
- Upholds and consistently practice personal diversity, inclusion, and cultural awareness, as well as safety and sensitivity approaches in the workplace.

THE PERSON

The AVP, Research should be an inspired leader with exceptional organizational abilities and a talent for innovation. As an experienced researcher with a strong history of academic publishing and community-focused research development, they will have a substantial track record in the administration of research programs, aligning research and academic divisions. Possessing an inclusive and collaborative leadership style, they will build engagement with faculty, staff and students by creating a true team environment, leveraging the considerable expertise and strength that exists within the College for the benefit of research and sustainability.



Knowledge, Skills and Abilities

- Knowledge of research administration and development of research programs;
- Knowledge of northern and post-secondary research trends and funding programs;
- Acquires knowledge of the social, political, and cultural environment as it affects research, innovation, and technology development in the NWT, along with Indigenous Claims and Self-Government initiatives;
- Knowledge of leadership, motivational theory, team building, relationship building and networking;
- Knowledge of effective Human Resource practices and the ability to mentor and evaluate;
- Knowledge of financial administration and budget preparation, and the ability to monitor variances and implement required budgetary controls and / or corrective action;
- Ability to negotiate and attract third-party investment to expand program and service delivery;
- Ability to commit to actively upholding and consistently practicing personal diversity, inclusion and cultural awareness, as well as safety and sensitivity approaches in the workplace.

Typically, the above qualifications would be attained by:

- PhD, as well as 7 years of experience at a post-secondary education institution and a strong record of successful research and scholarship;
- 3+ years at a management level with oversight of successful research programs;
- 3 years experience with Indigenous communities in northern or rural remote environments is an asset.

Equivalent combinations of education and experience will be considered.



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.

Integrity and Honesty – 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 agreement.

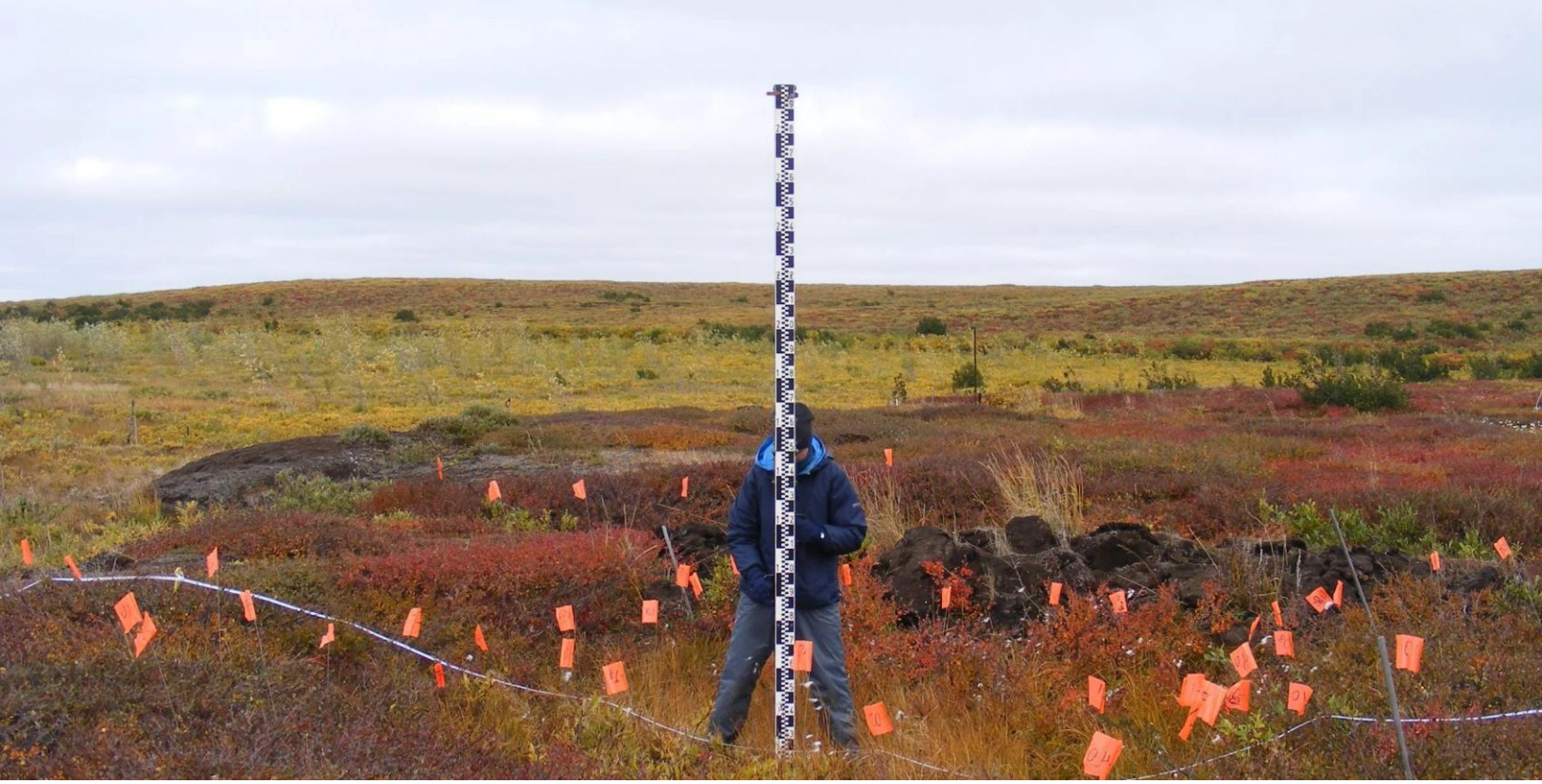
Creativity and Innovation – Develops new insights into situations; questions conventional approaches; encourages new ideas; designs and implements new or cutting-edge programs / processes.

Effective Working Relationships – Treats colleagues, and partners with respect; resolves conflicts in a timely 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 genuine desire to develop others and help them succeed; formally and informally recognizes deserving staff and colleagues.

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



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.

APPLICATION

Aurora College personnel are employees of the Government of Northwest Territories (GNWT). Applications must be submitted through the GNWT careers portal. **Contact Paul Phillips before submitting an application.**

FOR INFORMATION PLEASE CONTACT:

Paul Phillips or Tony Kirschner
LEADERS INTERNATIONAL EXECUTIVE SEARCH
#1160 - 595 Howe Street
Vancouver, BC V6C 2T5
Phone: (604) 688-8422
Email: paulp@leadersinternational.com

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