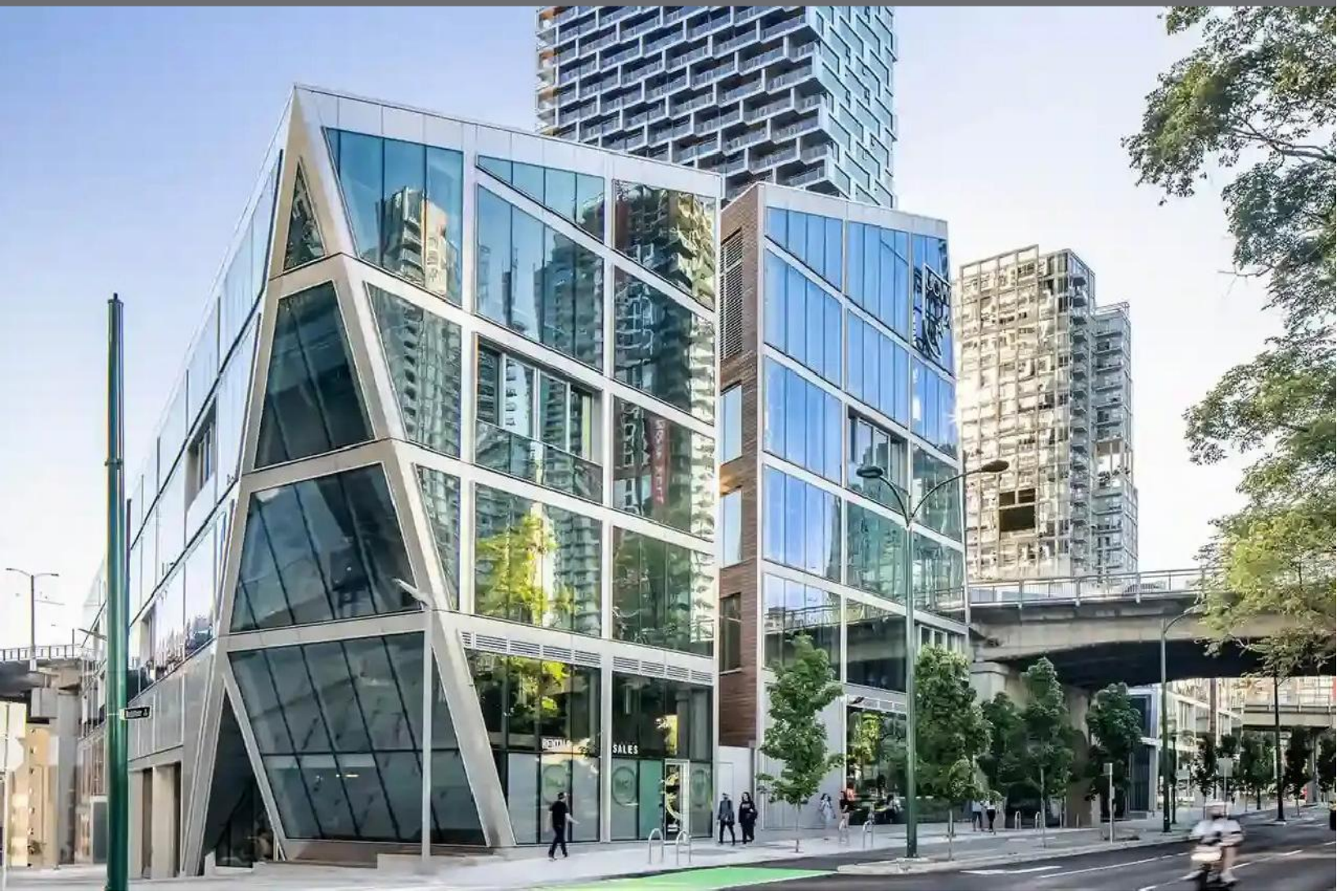
Leaders
INTERNATIONAL
Executive Search

VANCOUVER EDMONTON CALGARY SASKATOON WINNIPEG TORONTO OTTAWA MONTREAL



Opportunity Profile Vice President, Academic

UCW UNIVERSITY CANADA WEST



UNIVERSITY CANADA WEST | VICE PRESIDENT, ACADEMIC

CONTENTS

THE ORGANIZATION	UNIVERSITY CANADA WEST	1
THE OPPORTUNITY	VICE PRESIDENT, ACADEMIC	2
Key Responsibilities		3
THE PERSON		5
Education and Experience		5
Skills		6
Attributes		6
Competencies and Personal Characteristics		7
COMPENSATION		8
CONTACT		8



THE ORGANIZATION UNIVERSITY CANADA WEST

University Canada West ("UCW") is a dynamic, business-focused institution located in the heart of downtown Vancouver, BC. Established in 2004, UCW is a private university dedicated to providing accessible, career-oriented education that prepares students to succeed in an increasingly competitive and interconnected global economy. With a strong emphasis on academic excellence, innovation, and practical learning, UCW offers undergraduate and graduate degree programs designed to equip students with the knowledge, skills, and confidence needed to thrive in today's evolving business environment.

UCW is distinguished by its diverse and international learning community, industry-relevant curriculum, and commitment to student success. The University brings together students, faculty, and professionals from around the world, fostering a collaborative and inclusive environment that encourages critical thinking, leadership, and entrepreneurship. Through its focus on technology-enabled education, experiential learning, and connections to the business community, UCW strives to bridge the gap between academic knowledge and real-world application, preparing graduates to make meaningful contributions to their organizations and communities.

As UCW continues to evolve within Canada's competitive post-secondary education landscape, the University remains focused on strengthening academic quality, enhancing the student experience, and advancing its institutional capabilities. Guided by a commitment to innovation, operational excellence, and continuous improvement, UCW offers an engaging environment for professionals who are motivated to contribute to a growing and forward-looking institution.

To learn more, please visit the University Canada West's website.

THE OPPORTUNITY VICE PRESIDENT, ACADEMIC

The Vice President, Academic ("VPA") provides academic oversight and leadership on behalf of the President. The VPA is responsible for leading academic strategy, and developing and delivering UCW's overall academic mission. They support student-centric, collaborative teamwork on all UCW campuses, in all delivery modes, domestically and internationally. The VPA is a key contributor to the University's Senate and interacts with the Degree Quality Assurance Board (DQAB), ensuring that new proposals, program reviews, and academic and student service operations are not only of the highest academic calibre possible, but also highly relevant to the future careers of their graduates.



The VPA proactively leads the highest standards of academic excellence across the University, ensures and oversees the achievement of key objectives in UCW's strategic plan and drives the University's core academic values, including quality assurance, external recognition, program design, program approval, and delivery.

The VPA leads, with the President, all aspects of the strategic planning cycle, coordinating the development and implementation of academic planning issues, working closely and collaboratively with the President and the executive team in the delivery of the University's Strategic Plan.

The VPA provides strategic and academic governance across the University and deputizes for the President. As an integral member of UCW's Leadership Team and reporting to the President, the VPA is responsible for the development of open economic initiatives, and administration of academic policies, programs, and personnel in accordance with the University's vision and strategic direction. They lead the recruitment of academic roles of the highest possible calibre consistent with meeting UCW's aspirations, and implement equality, diversity, and inclusion strategies, and health, wellbeing, and safety initiatives relating to faculty, staff, and students.



Key Responsibilities

Leadership

- Possesses overall responsibility for students, and all academic programs including quality assurance and the resources used in their delivery;
- Leads the academic planning exercise contribution to UCW's Strategic Plan;
- Leads the University's focus to be a research-focused institution;
- Provides academic vision and leadership for the University; serves as the senior Vice President and as Acting President from time to time;
- Chairs key University committees that guide the day-to-day academic operation of the University;
- Responsible for the recruitment, assessment, and development of academic staff, academic planning, program assessment, and instructional development;
- Ensures appropriate training and participates in the annual performance review process;
- Undertakes other duties commensurate with the role as directed by the President, such as chairing of Appointment Panels, Appeals and Grievances Hearings, as well as a wide variety of ad hoc "task and finish" groups and strategic reviews;
- Leads the preparation of all academic documents sent to Government, including accreditation reports and submissions for new programs or extensions of existing programs.

Budget Management

- Accountable for fiscal responsibility and growth perspective in a private, for-profit structure;
- Develops business cases for revenue, expenses, and risks;
- Assists in annual budget preparation and variance management.



People and Culture Leadership

- Works with President and VP, People & Culture (HR) to enhance systems, student outcomes, and employee engagement;
- Provides oversight and support for recruitment, development, and performance of faculty and staff;
- Manages faculty hiring, contracts, appraisal, and professional development;
- Addresses higher-level student, staff, and faculty issues.

External Relations

- Accountable for fiscal responsibility and growth perspective in a private, for-profit structure;
- Actively engages in external forums to advance University goals;
- Enhances UCW's autonomy while collaborating with campus support service providers.

Entrepreneurial Leadership

- Provides strategic and entrepreneurial leadership to identify opportunities for innovation, institutional growth, and academic partnerships.

New Program Development

- Leads the development and implementation of new academic programs aligned with institutional priorities, market demand, and emerging industry needs.

Online Learning & Delivery Models

- Oversees the development and enhancement of innovative online and flexible learning delivery models to improve accessibility, student engagement, and academic quality.

THE PERSON

The Vice President, Academic plays a critical role at UCW, providing strategic academic leadership in advancing excellence in teaching, learning, scholarship, and academic innovation while supporting the University's long-term strategic priorities. The ideal candidate will be a visionary, collaborative, and forward-thinking academic executive, trusted advisor, and change agent, able to articulate a compelling institution-wide academic vision and foster an inclusive, innovative, and student-centered learning environment. They will be recognized for their sound judgment, integrity, and ability to inspire and lead diverse academic teams while navigating the complexities, opportunities, and evolving priorities of the post-secondary education landscape.

The VPA will bring a strong track record of senior academic leadership, institutional planning, program development, and academic quality assurance, ensuring that UCW's academic strategies, programs, and initiatives align with the University's strategic objectives and commitment to student success. They will demonstrate the ability to champion academic excellence, foster interdisciplinary collaboration, advance innovative and technology-enabled approaches to teaching and learning, and cultivate meaningful relationships with faculty, staff, students, industry partners, regulatory bodies, and external stakeholders. With a commitment to collegial governance, equity, diversity, inclusion, and continuous improvement, the Vice President, Academic will foster a culture of academic integrity, shared accountability, innovation, and excellence, while strengthening UCW's academic reputation and supporting its continued growth and institutional development.



Education and Experience

- PhD or equivalent, with evidence of continuous professional development;
- Breadth and depth of Higher Education experience necessary to deputize for the President on a wide variety of issues;
- Proven track record in the development of new programs and successful program proposals;



- A thorough knowledge of the key planning issues impacting the Higher Education sector (including international context);
- A proven track record in the Higher Education sector of positioning an institution / division / operation for future success;
- Ability to contribute to institutional policy development across all the common challenges facing Canadian universities;
- Accomplished record in strategic and academic planning.

Skills

- Inspirational leadership and management skills, including a commitment to high performance and continuous improvement;
- Proven influencing skills and the ability to represent the University's interests in policy debates at local, regional, and national levels;
- Excellent written and oral communication skills, including conveying complex messages effectively to diverse stakeholders;
- Excellent motivational and team-building skills.

Attributes

- A strategic and analytical approach to financial management;
- A positive energy capable of uniting diverse stakeholders to deliver common goals;
- A creative and innovative approach to problem-solving;
- An engaging and convincing speaker capable of enthusing listeners;
- An agile and flexible outlook to respond effectively to the pace of change in the post-secondary sector;
- A presence and delivery that will instill confidence when communicating directly or via a range of media.



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 stakeholder 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 stakeholders 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 salary and excellent benefits. The salary range is $225,000 - $265,000. Further details will be discussed in a personal interview.

FOR INFORMATION PLEASE CONTACT:

Julian Manchon or Tony Kirschner
LEADERS INTERNATIONAL EXECUTIVE SEARCH
#1160 - 595 Howe St.,
Vancouver, BC V6C 2T5
Phone: (604) 688-8422
Email: connect@leadersinternational.com

Leaders
INTERNATIONAL
Executive Search

VANCOUVER EDMONTON CALGARY SASKATOON WINNIPEG TORONTO OTTAWA MONTREAL