Advertisement Content

**Department:** People and Culture (Human Resources)
**Campus:** Barrie Campus
**Salary Range:** $142,935 - $190,580
**Classification:** Administrative (Payband 17)

Georgian College of Applied Arts & Technology (Georgian) is a recognized leader in post-secondary education, with a commitment to creating an unrivaled student and employee experience. Here’s your opportunity to join our dynamic and engaging community in the exciting role of Vice President, People and Culture (VP)!

Georgian is home to 13,000 full-time students. More than 130 career-focused programs are offered across seven locations in Central Ontario: Barrie, Midland, Muskoka (Bracebridge), Orangeville, Orillia, Owen Sound and South Georgian Bay (Collingwood).

The College seeks a dynamic people leader who thrives in an environment that is undergoing transformative change to keep pace with the discerning needs of its community of students, employees and partners. The VP is responsible for creating and implementing an organizational strategy to achieve organizational strategic goals.

Reporting to the President, the VP provides strategic leadership, organizational development, planning, implementation and operational excellence for all people-centred services that support and align with Georgian’s vision, mission and goals. The VP is a strategic HR advisor to leaders across the institution and a role model for Georgian’s values. In pursuit of excellence in engagement, customer service, efficiency, and contemporary human resources (HR) practice, the VP promotes and exemplifies a culture of respect and collegiality in support of positive and welcoming work and learning environments for all.

The VP will oversee the implementation of the strategic pillars that include adopting a human centered and heart driven approach to enhancing the employee experience; ensuring Georgian’s commitments to equity, diversity, inclusion and belonging are upheld and fostered; developing a framework to co-create and define a common Georgian College culture that inspires and rallies the community individually and collectively; strategically defining the competencies needed for the future to create an unrivaled experience and designing a strategic approach to attracting, recruiting and onboarding talented people to support Georgian’s aspirational culture and vision.

The innovative and results driven leader will focus on enabling Georgian to meet its short, medium, and long-term strategic direction and goals, ensuring that the People and Culture portfolio is strategically aligned with the organization. Working collaboratively with senior leadership team colleagues, the VP, People and Culture will focus on improving the employee engagement, developing leadership capacity, increasing productivity and retention, and expanding candidate and internal talent pools.

The People and Culture portfolio includes Human Resources Services, Organizational Learning and Development and the Centre for Equity, Diversity, Inclusion and Belonging (EDIB). The VP will help guide the change process within this important portfolio, including developing and executing a people and culture strategy in support of the overall College business plan and strategic direction.

An important part of the role will include maintaining Georgian’s strong labour and management relationships. The VP will bring a good understanding of labour relations and will be called upon to represent the College in contract negotiations and arbitration cases, interpreting collective bargaining agreements and establishing policies to ensure compliance.

As the Ideal Candidate, you are a seasoned leader who possesses an ideal blend of operational and strategic expertise. You have proven leadership experience and a solid understanding of the broad range of HR functions within a complex, unionized environment. You are knowledgeable in contemporary practices and trends and have led the introduction of new policies, systems and processes to support recruitment, retention, engagement, organizational development, professional development and performance. You are a valued strategic advisor, able to successfully build cooperative relationships with colleagues across Georgian. You have the credentials, reputation, experience and confidence to work seamlessly with Georgian’s senior leaders to strategically enhance the human resource function within the institution.

**Experience and Qualifications**

The VP, People and Culture will ideally possess:

* A master’s degree, and industry recognized professional designation and/or relevant qualifications;
* Demonstrated accomplishments in a senior organizational role, with leadership and team-building skills, the ability to work effectively with employees at all levels, and to effectively manage multiple projects from conception to implementation;
* Knowledge and experience in implementing progressive policies, practices and procedures that reflect a highly functioning HR portfolio;
* Experience advancing equity, diversity and inclusion initiatives, policies, processes, and practices at an organizational level.
* Demonstrated experience developing and implementing strategic human resource plans;
* Broad experience working collaboratively within a complex, unionized environment, with experience in leadership, organizational development, succession planning, talent management, change management, equity, diversity and inclusion, labour relations, training and development;
* Demonstrated skills in hiring, developing and retaining a diverse workforce;

If you’re interested in this opportunity, contact Amorell Saunders N’Daw at **asaundersndaw@kbrs.ca**or Bola Moradeyo at **bmoradeyo@kbrs.ca**or **submit your application online** at:[**www.kbrs.ca/Career/17048**](http://www.kbrs.ca/Career/17048)**.**

***Georgian College is committed to upholding the values of equity, diversity, inclusion, and*** [***human rights***](https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/00_96210_01) ***in our living, learning and work environments. We know that diversity underpins excellence, and that we all share responsibility for creating an equitable, diverse, and inclusive community. In pursuit of our values, we seek members who will work respectfully and constructively with differences and across levels of power.*** *We invite applications from all qualified candidates and actively encourage applications from members of groups with historical and/or current barriers to equity, including, but not limited to women, persons of Indigenous ancestry, racialized persons, persons with disabilities, and members of the 2SLGBTQ+ community. We support diversity, equity, and a workplace free from harassment and discrimination and are committed to an inclusive, barrier-free environment. If you are contacted to participate in the interview, please advise the coordinator of any accommodations needed with respect to any materials or processes used to ensure you have access to a fair and equitable process. Alternate formats will be provided upon request throughout the recruitment and selection process.*

*If you require accommodation in order to participate as a candidate in the recruitment process, please contact* *accommodate@kbrs.ca* *or communicate your needs to the recruitment professional named in the job advertisement.*