Candidate Profile

President and Vice-Chancellor

APPOINTMENT CRITERIA

Academic & Research Leadership Experience

• Successful senior leadership experience gained in a well respected university or in an organization associated with higher education and research.
• Strong academic credibility and qualifications.
• Evidence of capacity to foster inclusive environments that enhance university teaching, learning, research and creative activity in the context of the challenges facing the post-secondary sector.
• Experience in the Canadian academic system (preferred). International experience is an asset.
• Prior involvement in furthering educational opportunities for Indigenous students and programs of education, research and outreach with an Indigenous focus is an asset.

Values-Based Leadership

• Works with others in a collaborative, collegial, inclusive, transparent, and accountable manner to achieve excellence.
• Committed to furthering practices of equity, diversity and inclusion and to promoting mental and physical health and wellness, including supporting work-life balance.
• Capacity to advance progress towards truth and reconciliation with Indigenous people through education and research at the university and with community partners.
• Mentors and develops a strong leadership team and sets an exemplary tone for all.
• Demonstrates commitment to the mission and culture of the University of Victoria. Evident integrity and demonstrated strength of character.
• Committed to fostering the quality and effectiveness of university governance through active leadership and participation.
• Appreciates all parts of the university and respects the diversity of disciplines.

Strategic & Visionary

• Capacity and commitment to advance the university's mission and reputation in a rapidly changing and competitive higher education environment.
• Ability to build consensus and bridges: to bring diverse individuals and groups together to elaborate and implement shared vision and strategy. Innovative and open to new ideas.
• A record of success in developing and implementing ambitious strategy for a complex organization in a dynamic context.
• An intellectual leader who is attuned to issues, participates in key post-secondary initiatives and is able to represent and advance the university’s strategic interests in various forums.

Student-Centred
• Cares about students and understands the factors that affect undergraduate and graduate students’ experience, learning and achievement.
• Has a record of working to improve students’ educational experience and success and the quality of student life.
• Respects the diversity of students and their needs and has helped foster inclusive environments in which students can succeed and thrive.
• Seeks student input, is accessible and responsive to student leaders, and champions student engagement in university governance.

Relationship Builder
• Able to develop highly productive relationships in support of the university’s goals with a broad range of people including students, faculty, staff, board and senate members, alumni, donors, officials at all levels of government, Indigenous community leaders, representatives of the business and other sectors, and members of the community at large.
• Empowers other members of the leadership team and develops mutually respectful and supportive relationships with them.
• Builds strategically important relationships with other academic institutions and organizations, stakeholders and partners domestically and abroad.
• Leads effectively in a unionized environment.

Management Skills
• Able to lead positive organizational change and to oversee effectively a broad range of academic, research and support functions across a complex organization.
• Possesses financial acumen.
• Demonstrated capacity to make difficult decisions in a principled, transparent and equitable manner in the context of competing interests and priorities.
• Record of success in developing new sources of revenue, managing risk, and building excellence in different financial contexts.
• Leads effectively in a crisis.

Fundraising
• Is committed to, and enthusiastic about, fundraising on behalf of the university.
• Has the ability to generate enthusiasm for the university and to elicit support for university priorities from individuals, corporations, governments and other partners.
• Experience in cultivating and securing major gifts is advantageous.

**Communication Skills**

• A highly articulate communicator who is able to engage and connect with a wide range of audiences both at the university and externally.
• An excellent listener.
• Experienced in the use of electronic communication and social media.
• Capacity to communicate the university’s ambitions, contributions and impact, and to advance the university’s profile, reputation and competitive position, locally, provincially, nationally and internationally.
• Able to lead the university in engaging in a nimble manner with issues of substantial social and public concern.

**Personal Attributes**

• Approachable, engaging and sincere.
• Shows cultural humility and self-awareness.
• Engages as actively as possible with faculty members, staff, students and other members of the university community.
• Has a record of fostering and empowering others’ success.
• Capacity to successfully manage a complex and very demanding workload.
• Demonstrated commitment to furthering the principles of equity, diversity, inclusion and truth and reconciliation in all aspects of the President’s role.