



University
of Victoria



AMERICAS ASIA PACIFIC EMEA

ASSOCIATE VICE-PRESIDENT GLOBAL ENGAGEMENT



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EXECUTIVE SUMMARY

The University of Victoria (UVic) acknowledges and respects thelək̓wəŋən peoples on whose traditional territory the University stands and the Songhees, Esquimalt, and WSÁNEĆ peoples whose historical relationships with the land continue to this day.

UVic is the place where people want to learn, engage and innovate. As one of Canada's leading research-intensive universities, its vision is to integrate outstanding scholarship, engaged learning, and real-life involvement to contribute to a better future for people and the planet. UVic is dedicated to the highest standards of research, creativity, teaching and service. A welcoming and diverse university community with an inclusive and collegial culture, UVic tackles issues that matter. Its vibrant Pacific Rim location inspires new ways of thinking and action in a community rich with Indigenous and international perspectives. Its size and culture nurture personal connections on campus and around the world.

UVic is seeking to appoint a new Associate Vice-President (AVP) Global Engagement. Reporting to the President, this newly created position provides strategic and inspired leadership to enhance the university's global connectivity and international profile in fulfillment of the university's vision and mission. As a key member of the university's leadership team, the Associate Vice-President leads the Office for Global Engagement.

UVic's new AVP Global Engagement will be an innovative and inspiring leader with a demonstrated commitment to Indigenization and equity, diversity and inclusion. They will have a track record of administrative success, financial acumen, delivering on internationalization initiatives, and building collaborative teams. They will be a collaborative leader who shares UVic's goals for an inclusive, vibrant and engaging learning and research community. Their leadership will be values-based and they will possess the interpersonal skills needed to build excellent relationships across disciplines, among the diverse groups that make up UVic, and with external stakeholders and partners.



THE UNIVERSITY OF VICTORIA

OUR VISION

The Canadian research university that best integrates outstanding scholarship, engaged learning and real-life involvement to contribute to a better future for people and the planet.

OUR VALUES

Our values inform all our actions in achieving our vision:

- Excellence in all our endeavours
- Ethical and intellectual integrity
- Freedom of inquiry and freedom of speech
- Equity, diversity and inclusion

STRATEGIC FRAMEWORK

The University of Victoria's **Strategic Framework 2018-2023** articulates our shared understanding of our vision, values and priorities. It positions and inspires us to apply our commitment to excellence in research and creative activity, teaching, service and engagement to serve students, communities and the world. The Strategic Framework will serve as a guide to the future – setting out priorities and high-reaching goals in six key areas.

- Cultivate an Extraordinary Academic Environment
- Advance Research Excellence and Impact
- Intensify Dynamic Learning
- Foster Respect and Reconciliation
- Promote Sustainable Futures
- Engage Locally and Globally

THE UNIVERSITY OF VICTORIA

ABOUT UVIC

Students, researchers, and alumni from UVic are driving change, discovery, and innovation around the world, powered by **vital impact** and **dynamic learning** embedded in our **extraordinary learning environment**.

As an internationally renowned teaching and research university we tackle essential issues that matter – from tracking environmental contaminants, to improving the lives of people affected by homelessness, poverty and substance use, to influencing social responsibility on issues like aging and wellness, and gender and identity. UVic scholars and researchers provoke, engage, inspire and enrich by building communities, making new discoveries, and training a new generation of artists and storytellers.

Our researchers work closely with Indigenous communities and organizations, and together we've created Indigenous-centred areas of study like our Indigenous language revitalization program and the world's first Indigenous law program.

The world is interconnected and ever-evolving. We think learning should be too. At UVic, every student is immersed in dynamic learning that's fueled by research-inspired insights and personal, hands-on experiences. Some students work with Indigenous communities, in local and international settings. Many work across a wide-range of co-op programs. Others tackle international innovation challenges or collaborate on groundbreaking research. When students engage directly in problem-solving, the interplay of ideas and action gives them a powerful edge of career-relevant expertise and personal growth.

Place matters. UVic is located on Vancouver Island, which spans the Pacific Northwest coast from the Great Bear Rainforest to the Salish Sea. This extraordinary environment inspires us learn from our land's stories and to safeguard its integrity; and to defy boundaries, discover and innovate in exciting ways. Our university's size nurtures rich personal connections and a vibrant learning community.



THE UNIVERSITY OF VICTORIA

UNIVERSITY PLANNING

As the Strategic Framework 2018-2023 nears completion, UVic is actively developing a **new strategic vision and plan**.

The engagement phase of the planning process is now underway and will continue until the summer of 2022.

The new strategic vision and plan for the university is scheduled to be completed in the fall of 2022.

The existing **UVic International Plan: Making a World of Difference 2017-2022** has almost completed its term and a new global strategy is under development.

Additional plans and frameworks have been developed in specific areas of importance, including:

- **Aspiration 2030: Research and Creative Works Strategy**
- **Strategic Enrolment Management Plan**
- **Indigenous Plan** (new plan under development)
- **Climate & Sustainability Action Plan** (under development)
- **Equity Action Plan** (under development)
- **Planning and Budget Framework**
- **Campus Plan**



THE UNIVERSITY OF VICTORIA

QUICK FACTS

- **22,020** students (undergraduate and graduate)
- **900** faculty members
- **5,000** staff members
- **\$625M** in total annual revenue
- Operating revenue of **\$421M**
- Almost **\$4B** of annual economic impact
- Sponsored Research Income of **CAN \$124 million** (Research Infosource)
- **36** Canada Research Chairs
- **15** interdisciplinary research centres
- **580** patents filed to date
- **1,276** invention disclosures to date
- **170** start-up companies to date
- **210** books/book chapters published in the Humanities and Fine Arts since 2015
- **200+** performances and exhibitions per year

RANKINGS

The University of Victoria is recognized annually as one of Canada's top universities.

- **#3** among all Canadian universities in citation impact per faculty member (QS rankings, 2021)
- **#4** in the Air and Climate category of the 2019 Sustainable Campus Index, compiled by the international Association for Advancement of Sustainability in Higher Education (AASHE), and Gold Certified in AASHE's Sustainability Tracking, Assessment and Rating System.
- **#1** among comprehensive universities in medical/science grants per faculty (Maclean's 2020)
- **#1** among Canadian comprehensive universities for preparing career-ready students (2019 Times Higher Education Global University Employability Ranking)



THE UNIVERSITY OF VICTORIA

RANKINGS BY EXTERNAL BODIES

LEIDEN UNIVERSITY RANKING

UVic is #1 in North America for international research collaborations. The Leiden Rankings show that UVic-based researchers consistently write a higher proportion of top-performing papers based on international collaborations than any other university in North America. UVic has claimed this spot nine times out of ten.

#1 in Canada for Open Access publications. UVic is the top school in Canada for its performance in making science and scholarship findings accessible and affordable. Leiden's Open Access category, introduced last year, shows that more than half of UVic's publications (54.6 per cent) circulate legally and sustainably in open access journals and repositories.

UVic is in the top 300 globally for research impact across all sciences. UVic retains its place in the top one per cent of universities in the world and among the top-ranked in Canada for scientific impact.

TIMES HIGHER EDUCATION

Physical sciences at the University of Victoria have been ranked 5th in Canada and 151-175 globally (up from 176-200 in 2020) in Times Higher Education (THE) 2021 rankings. Physical sciences comprises mathematics and statistics, physics and astronomy, chemistry, geology, environmental sciences, and earth and marine sciences.

UVic as an institution also placed in the top 400 universities globally, moving up from being in the top 500 in 2020.

QS WORLD UNIVERSITY RANKING

The 2021 QS World University Rankings by Subject recognize UVic's leadership in a broad range of academic fields.

The QS rankings also suggest that UVic's rising international reputation stems from extraordinary programs across the institution. UVic is identified in the top 300 institutions globally for research in 11 QS subject areas.



THE UNIVERSITY OF VICTORIA

US NEWS AND WORLD REPORT

The US News and World Report 2020 Best Global Universities Rankings put UVic among the world's top schools for citation impact – particularly of its most highly cited papers (#118 globally). UVic research findings put it at #14 globally for international collaborations in space science, #18 globally for international collaborations in computer science and #21 globally for the citation impact of its mathematics publications.

MACLEAN'S

#2 in Canadian comprehensive universities (2020) (fourth consecutive year). UVic is consistently ranked among the top Canadian comprehensive universities by Maclean's magazine. Among various categories and distinctions, UVic topped all comprehensive universities in medical and science grants and in faculty awards. UVic holds second place among its peer schools in library acquisitions and expenses. #2 nationally for the number of NSERC and CIHR medical and science grants per faculty member.



THE UNIVERSITY OF VICTORIA

ABOUT THE ASSOCIATE VICE-PRESIDENT, GLOBAL ENGAGEMENT PORTFOLIO

The Office of Global Engagement (OGE) develops and promotes global partnerships and advances UVic's strategic goals for internationalization, including:

- providing support to UVic faculty and staff in furthering their international activities;
- coordinating international partnerships, projects and programs that enhance UVic's diverse intercultural and global environment;
- engaging our alumni on a global platform, connecting our alumni to our students and research;
- connecting with governments and NGO's on a global scale; and
- working with the Associate Vice-President Indigenous to build international cooperative initiatives to advance Indigenous reconciliation in Canada and across the globe.

OGE is responsible for facilitating:

- awareness of UVic's global aspirations and achievements;
- collaboration and engagement across the UVic community;
- the realization of global opportunities and relationships; and
- a global perspective across the University.

OGE collaborates with the following UVic units and external stakeholders:

INTERNAL

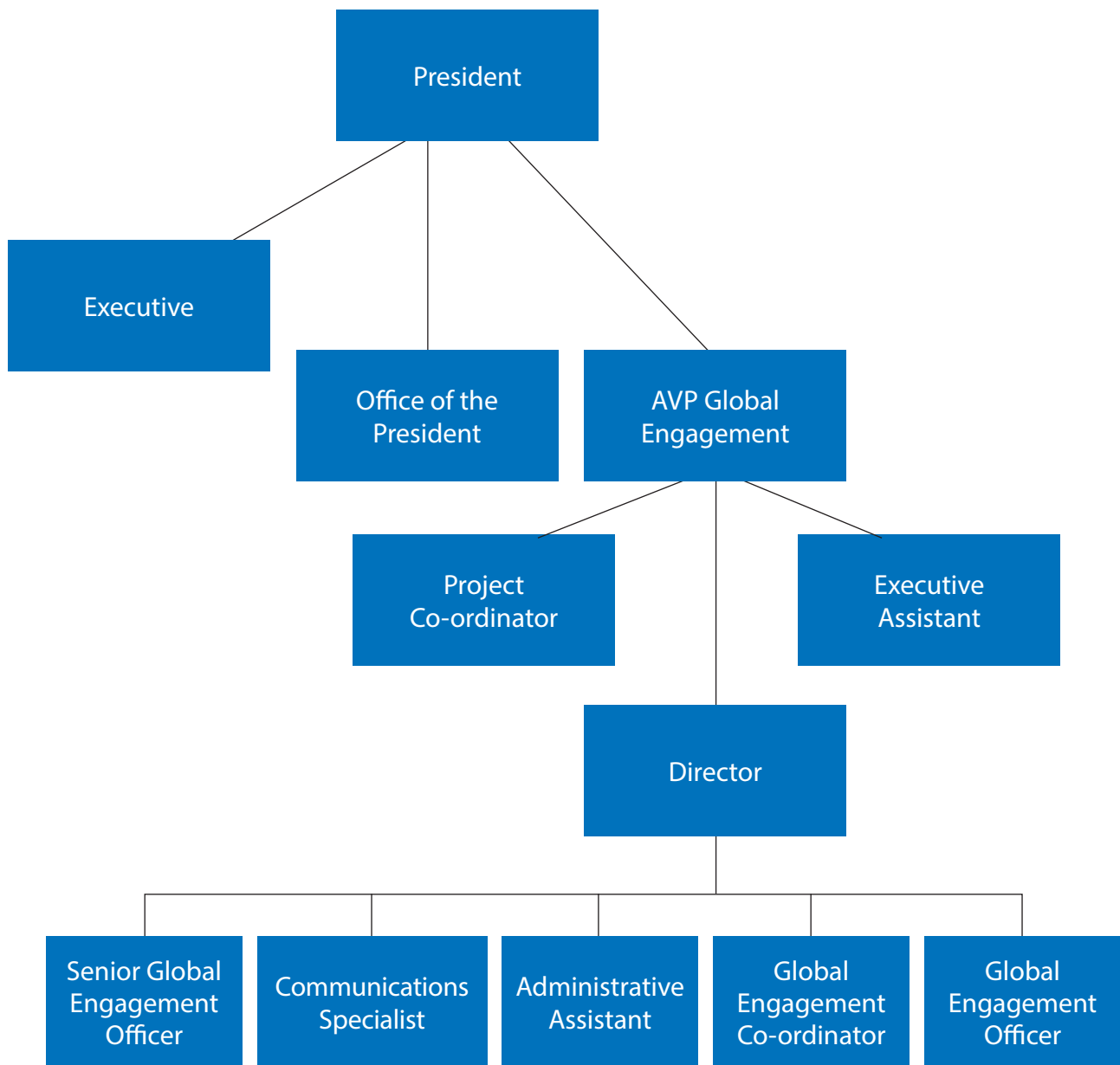
Executive and Senior Leadership
Deans, Directors and Chairs
Research Centres
Academic and Administrative Offices
Student Affairs
Indigenous Academic and Community Engagement
Co-operative Education and Career Services
Alumni and Development
Community and Government Relations
Research Partnerships and Knowledge Mobilization
General Counsel
Risk Management
University Marketing and Communications
Learning and Teaching Support and Innovation
Advisory groups and Committees
Faculty members

EXTERNAL

Global partners
Governments
Memberships and Associations
International education practitioners
Communities (local and global)
Business and industry



ORGANIZATIONAL CHART





POSITION PROFILE

The Associate Vice-President Global Engagement provides the strategic vision and leadership to enhance the University of Victoria's global connectivity and international profile. The position promotes, advocates and drives UVic's aspirations and global engagement strategies.

The Associate Vice-President Global Engagement is critical to UVic's success in achieving the university's goals and objectives related to internationalization and global engagement, through responsibility for the development and execution of the university's global strategy. This includes working across the university to develop, coordinate and support new international initiatives and sustainable international outcomes for the institution, as well as increasing capability and cultural diversity across campus.

The AVP works with leaders across all academic and administrative units to support their achievement of international and global engagement contributions and priorities for the university.

Reporting directly to the President, the Associate Vice-President Global Engagement is a key member of UVic's leadership team. In addition to working across portfolios at the university, the position plays a leading role in engaging with UVic alumni, university partners, government, business, industry and professional groups linked to our strategic global interests and financial success.

POSITION PROFILE

SPECIFIC ACCOUNTABILITIES

STRATEGIC LEADERSHIP

- Develops and implements an institutional global strategy in alignment with the university's strategic vision and goals, and builds capacity to deliver on the strategy.
- Plays a leading and collaborative role in moving UVic towards a highly integrated global teaching, learning and research environment.
- Builds an inspiring and innovative university environment that fosters greater international engagement and deeper intercultural learning across campus.
- Develops and coordinates initiatives and programs that position and highlight UVic's global engagement success.
- Provides strategic advice to the President, members of executive and academic and administrative leaders across campus on international issues, activities and opportunities.
- Builds close and effective relationships with leaders across the university to promote and develop international programs, strategic partnerships and international teaching and learning opportunities.
- Brings focus and coordination to international research and academic programming activities, as appropriate and in close collaboration with the Vice-President Research and Innovation and the Provost.
- Engages in dialogue with academic, research and administrative leaders, as well as key stakeholders to identify, coordinate and implement international partnership strategies, initiatives and programs.
- Identifies ways to make international partnerships and initiatives a more visible and accessible resource for students, staff and faculty.
- Works to secure resources in support of activities and explores new ways the university can leverage its resources in support of implementing the global strategy.
- Collaborates with the Associate Vice-President Communications and Marketing and others to develop messaging and promotional activities to elevate UVic's brand and reputation among key global stakeholders.
- Collaborates with the Associate Vice-President Student Affairs on significant international issues that impact domestic and international students.
- Collaborates with the Associate Vice-President Alumni and Development to connect global alumni to our students, our research and our international advocacy.
- Collaborates with the Associate Vice-President Indigenous to bring international Indigenous and alternative perspectives and ways of knowing into the university.
- Chairs the International Strategic Alignment Committee (ISAC), and participates in meetings with other UVic leaders to identify international priorities and to ensure effective coordination, connection and communication.
- Is an important member of the UVic rankings team which coordinates and reports on the implementation of UVic's sustainable development goals.
- Oversees the development and review of policies that relate to international activities.
- Provides leadership and oversight to the Office of Global Engagement staff.
- Proactively contributes to the development and implementation of UVic's Equity Action Plan.



POSITION PROFILE

EXTERNAL ADVOCACY

- Represents the university as the Senior International Officer at meetings and conferences nationally and internationally.
- Builds UVic's international profile, and informs and advocates for our international activities with provincial and federal governments, international organizations and the community.
- Engages with government at all three levels in pursuit of global opportunities for the university.
- Participates in and supports the work to enhance UVic's global reputation and rankings.

PARTNERSHIPS AND ENGAGEMENT

- Identifies regions, institutions of higher education, and other organizations across the globe where successful partnerships can be developed and strengthened to support UVic's mission and strategic goals.
- Promotes internationalization of Indigenous research by facilitating relations with Indigenous communities around the world.

- Maintains and enhances a strong presence on a range of provincial, national and international global education and research organizations and networks.
- Provides leadership and support for the planning and execution of university global trips, including representing the university internationally, as appropriate.
- Oversees the organization of visits by global leaders to UVic.
- In collaboration with other leaders on campus, leads and supports opportunities that enhance global learning and multicultural competency through academic programs, co-curricular opportunities, participation in education abroad, the on-campus experience for international students, and other initiatives that prepare UVic student for success in today's globalized world.
- In collaboration with other leaders on campus, supports building relationships, partnerships and increasing engagement among global alumni, business, industry, and research partners.
- Develops comprehensive and accessible information sources about UVic's international linkages for use by students, staff, faculty and other members of the community.



POSITION PROFILE

REPORTING RELATIONSHIPS

Reports to: President and Vice-Chancellor

Peers: Associate Vice-Presidents Research, Associate Vice-President Human Resources, Associate Vice-President Financial Planning and Operations, CIO and Associate Vice-President, Associate Vice-President Faculty Relations and Academic Administration, Associate Vice-President Academic Planning, Associate Vice-President Student Affairs, General Counsel, Associate Vice-President Communications and Marketing, Associate Vice-President Indigenous, Associate Vice-President Alumni and Development, Vice-Provost.

Works closely

with: President, Vice-President Research and Innovation, Vice-President Academic and Provost, Vice-President External Relations, Deans, Associate Vice-President Alumni and Development, Associate Vice-President Student Affairs, Associate Vice-Presidents Research, research centre directors, Executive Director Community and Government Relations.

Direct

Reports: Associate Director and Executive Assistant in the Office of Global Engagement.





SELECTION CRITERIA

The Appointment Committee is seeking a person who has demonstrated experience and skills in the following areas. Acknowledging that no individual will likely possess all the qualifications in equal measure, the Committee has developed the following criteria as an ideal candidate profile:

EXPERIENCE/EDUCATION

- PhD (desirable), academic experience in a related field, and/or an understanding of working in an academic or research environment.
- Experience in leading internationalization and/or global engagement in the higher education sector (desirable) or other large and complex organization.
- An understanding of the Canadian post-secondary education and international higher education environments.
- Experience and proven success in developing, coordinating and sustaining a range of international initiatives in the higher education (desirable) or other large and complex organization.
- Demonstrated experience in facilitating the execution of an international agenda in a rapidly changing, complex and diverse organization and sector.
- Familiarity with the complexities, opportunities and regulatory requirements associated with international education and research partnerships.
- Critical thinker with a broad knowledge of current global challenges, opportunities and trends.
- Experience implementing international calls to action, e.g. the United Nations Sustainable Development Goals, Declaration on the Rights of Indigenous Peoples, Climate Change Conference of Parties, etc. is an asset.
- Multi-lingual (desirable).

SELECTION CRITERIA

STRATEGIC LEADERSHIP

- A champion for the University's success in a rapidly changing global higher education environment.
- A record of success in developing and implementing institutional strategic plans. Demonstrated ability to incorporate a broad vision for global engagement into short and long term goals, and to lead positive organizational change.
- Innovative, agile and visionary. Demonstrated ability to identify and act on opportunities to advance the University's global interests and build reputation.
- Demonstrated excellence as a leader and administrator in global engagement.
- Demonstrated ability to provide strategic leadership across portfolios and work collegially with peers and leaders.
- Proven ability to actively engage and inspire a diverse range of individuals, including members of the university community, and external stakeholders and partners.

RELATIONSHIPS

- Experience in building credibility and fostering relationships with faculty, Deans and administrative leaders or equivalent in other organizations.
- Demonstrated ability to develop, implement and maintain internal and external partnerships and an appreciation of the unique challenges associated with international partnerships.
- Ability to strengthen UVic's international partnerships and initiatives.
- Excellent interpersonal skills, including: the ability to form, lead and support teams; communicate with clarity and consistency; build consensus within diverse groups; liaise effectively with internal and external community.
- Exhibits diplomacy, respect and sensitivity in all deals with individuals, communities and group.

COMMITMENT TO EQUITY, DIVERSITY AND INCLUSION

- Experience upholding the values of equity, diversity and inclusion as part of a broader, inclusive approach to internationalization.
- Understanding or experience developing opportunities to bring international, Indigenous and alternative perspectives and ways of knowing into the university. Demonstrated intercultural competencies.





HOW TO APPLY

An executive search is being undertaken by the University of Victoria search partner Perrett Laver. Perrett Laver will support the University in helping to identify the widest possible field of qualified candidates and assisting in the assessment of candidates against the requirements for the role.

Applications should consist of a full CV detailing academic and professional qualifications and relevant achievements, and should be accompanied by a covering letter describing briefly

how candidates meet the 'candidate criteria' listed above, why the appointment is of interest and what they believe they can bring to the role. Further information, including details on how to apply can be found at www.perrettlaver.com/candidates quoting the reference number **5720**. The closing date for applications is **12 noon (Pacific Time) on Friday, April 15, 2022**.

UVic is committed to upholding the values of equity, diversity, and inclusion in our living, learning and work environments.

In pursuit of our values, we seek members who will work respectfully and constructively with differences and across levels of power.

We actively encourage applications from members of groups experiencing barriers to equity. Read our full equity statement here:

www.uvic.ca/equitystatement.

The University of Victoria Campus is located on the traditional lands of the Coast Salish Peoples and we are privileged to do our work in a way that is inspired by their history, customs and culture.

The University acknowledges the potential impact that career interruptions can have on a candidate's record of research achievement.

We encourage applicants to explain in their application the impact that career interruptions have had on their record.

Persons with disabilities, who anticipate needing accommodation for any part of the application and hiring process should advise Perrett Laver of any accommodation needs. Any personal information provided will be maintained in confidence.

All qualified candidates are encouraged to apply; in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Please indicate in your application package if you are a Canadian citizen or permanent resident.

Perrett Laver is a Data Controller and a Data Processor, as defined under the General Data Protection Regulation (GDPR). Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerized database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Our legal basis for much of our data processing activity is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website:

<http://www.perrettlaver.com/information/privacy-policy/>.



ABOUT VICTORIA

CULTURE

Victoria is located on traditional lək̓ʷəŋən territory, and the Songhees, Esquimalt and W̱SÁNEĆ peoples have historical relationships with the land that continue to this day.

Victoria has a vibrant population of over 380,000 and the City is known for its great selection of activities. From international film, music, art, and literary festivals, to museums and galleries, botanic gardens, sporting events and a wonderful food scene, there are countless opportunities enjoy the City and Vancouver Island more broadly.

THRIVING ECONOMY

Victoria's diverse economy is driven by small and medium sized business. Advanced technology is the leading economic generator, with annual revenues exceeding \$3.15 billion. Greater Victoria is also a major tourism destination, and the tourism industry has a regional impact of about \$2 billion. Education, marine, construction, health, retail, and agriculture are other sectors steadily on the rise. As the Capital city of the province and a Department of National Defence location, the public service is also a large part of our economy. (Chamber of Commerce).

OUTDOOR ACTIVITIES

The capital city is tied closely to both land and sea. Much of life in Victoria and across British Columbia and the Pacific Northwest is centred on the outdoors. Located at the southern tip of Vancouver Island, Victoria has a temperate Mediterranean climate with the warmest winters in Canada. There is access to outdoor excitement such as sailing and kayaking, mountain biking, and skiing.

GETTING HERE

Victoria is closely connected to Vancouver and Washington State via numerous travel options. Conventional flights depart from Victoria International Airport, or leave from downtown Victoria by sea plane or helicopter. Ferry and passenger boats are available from various terminals on the island or from downtown's inner harbour.

Helpful links for more information are listed below:

[Tourism Victoria](#)

[Getting to Victoria and UVic](#)

[Victoria housing](#)

[Education Victoria magazine](#)



University
of Victoria



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