



Candidate Brief

University of Victoria
Dean, Faculty of Education
April 2026



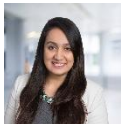
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University of Victoria

We acknowledge and respect the Ləkʷəŋən (Songhees and Xʷsepsəm/Esquimalt) Peoples on whose territory the university stands, and the Ləkʷəŋən and W̱SÁNEĆ Peoples whose historical relationships with the land continue to this day.



The University of Victoria (UVic), established in 1963 is a public research-intensive institution located in Victoria, British Columbia, on Canada's stunning west coast.

UVic is distinguished by its deep commitment to research, innovation, and community impact. It has established itself as a leader in sustainable development, equity and inclusion, Indigenous engagement, and climate action. As part of its broader mission, UVic aligns with the United Nations' Sustainable Development Goals (SDGs), embedding them across research, teaching, operations, and partnerships.

Globally recognized, UVic ranks in the top 1% worldwide for SDG impact (Times Higher Education) and is consistently ranked among the top universities in the world for research impact and international collaboration. Its facilities include cutting-edge resources that support interdisciplinary projects across the sciences, humanities, and professional programs.

Home to more than 22,000 undergraduate and graduate students, UVic offers a dynamic and diverse academic community, supported by more than 900 full-time faculty members and over 6,000 staff. The university is recognized for its excellence in a range of fields including oceanography, earth and atmospheric sciences, environmental studies, Indigenous law, engineering, health innovation, and social justice. As a hub for discovery and innovation, UVic has filed more than 580 patents, launched over 169 start-ups, and disclosed more than 1,100 inventions. In the 2024–25 academic year alone, the university received \$199 million in research funding.

UVic is organized into nine faculties offering over 280 undergraduate and graduate programs and additional degrees and diplomas: Business, Education, Engineering & Computer Science, Fine Arts, Health, Humanities,



Law, Science, and Social Sciences, with Graduate Studies acting as a partner across faculties to support advanced degrees and scholarly development.

The university's international outlook is robust, with over 4,000 international students from 118+ countries and 300+ international partnerships. Each year, around 800 students participate in global learning opportunities through exchanges, field schools, research, and international co-ops. UVic's co-operative education program is one of the best in Canada, having placed students in over 105,000 work terms, with about 4,000 placements annually. More than half of UVic graduates - especially co-op students - receive job offers before graduation.

Equity, Diversity, and Inclusion (EDI) are core priorities at UVic, reflected in its policies, programming, and campus culture. The university actively fosters an inclusive environment where individuals of all identities and backgrounds feel valued and respected. UVic also maintains a strong and intentional focus on Indigenous engagement. Over 1,400 Indigenous students, including 200 graduate students, are part of the UVic community. Academic programs and research initiatives often involve Indigenous knowledge systems, language revitalization, and collaborative projects with Indigenous communities.

The university has a significant economic and social impact in the region. It contributes approximately \$1.8 billion annually to the Greater Victoria economy and about \$3.3 billion to British Columbia as a whole. Its innovations, partnerships, and educational services support roughly 1 in 9 jobs in the local region.

With its deep roots in community, a strong global perspective, and a bold vision for the future, UVic stands out as a forward-thinking, community-connected, and globally respected institution where innovation, sustainability, and inclusion are at the heart of everything it does.

For more information about UVic, please visit:

- [UVic Website](#)
- [Distinctly UVic | A Strategy for the University of Victoria](#)
- [University Plans](#)



Faculty of Education

The Faculty of Education at the University of Victoria occupies a distinctive place in Canadian higher education: a research-intensive faculty with deep roots in Indigenous communities and nations, a sustained commitment to educational justice, and a growing reputation for programs that bridge scholarship, professional practice, and community engagement. Situated on the unceded territories of the lək̓ʷəŋən and WSÁNEĆ peoples, the Faculty is uniquely positioned to model what an equity-centred, research-driven faculty of education can be.

The past year brought significant structural change to the faculty. With the creation of UVic's new Faculty of Health, one unit and a program moved out of the Faculty of Education, while the School of Child and Youth Care joined the Faculty of Education. The faculty now comprises approximately 100 staff and faculty members serving some 900 undergraduate and 300 graduate students.

The Faculty is known for its strong practicum-based professional preparation and its deep, sustained partnerships with school districts, Indigenous communities, health authorities, and community organizations across British Columbia and beyond. Its four departments - Department of Indigenous Education; the Department of Curriculum and Instruction; the School of Child and Youth Care; and the Department of Educational Psychology and Leadership - offer a comprehensive range of professional and research-intensive programs. These include Bachelor of Education pathways (elementary, secondary, and Indigenous-focused), graduate diplomas, professional master's degrees, and research-based MA and PhD programs:

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Research within the Faculty is collaborative, interdisciplinary, and socially responsive. Faculty members and alumni continue to receive national and international recognition for leadership in education, leading externally funded research initiatives and contributing to global conversations in areas such as Indigenous language revitalization, educational leadership and policy, mental health and counselling psychology, inclusive and special education, child and youth care practice, and technology-enhanced learning. The Faculty's scholarship is characterized by community engagement, ethical partnership, and tangible impact.

This is a moment of opportunity and renewal. Building on the strength of its people, research, partnerships, and reputation, the faculty is seeking a Dean with the vision, academic credibility, and relational leadership to guide its next chapter with stability and care.



The Opportunity

The University of Victoria invites nominations and applications for the position of Dean, Faculty of Education, for a five-year term beginning January 2027.

Reporting to the Vice-President Academic and Provost, the Dean is the chief academic and administrative officer of the faculty. The Dean sets strategic direction, manages relationships at the senior university and external level, and leads the faculty's leadership team, comprising two Associate Deans and four department leads, who hold direct responsibility for their respective portfolios. The Dean serves as the faculty's primary ambassador, advocate, and voice, ensuring that the faculty's work is understood, valued, and resourced within the university and beyond.

In their role, the Dean interacts with:

- President, Vice-Presidents, and Associate/Assistant Vice-Presidents
- Deans and Directors
- Associate Deans, Directors and Chairs
- Faculty members
- Staff members
- Students
- Indigenous leaders & Elders
- Alumni
- Donors
- Government (municipal, provincial, and federal)
- Granting agencies

KEY RESPONSIBILITIES

Strategic Leadership

- Understands and honours the full range of spaces, means, and creative practices that represent the faculty's commitment to lifelong learning, community-based research, and critical education
- Models integrative thinking, weaving together the faculty's diverse identities, programs, and ways of knowing into a coherent whole
- Leads a collaborative strategic planning process that systematically assesses the faculty's strengths, opportunities, challenges, and risks to establish a clear, adaptive direction for the coming years
- Ensures Faculty interests are reflected in university-wide priorities and that university

policies and directions are effectively communicated back to the faculty

- Demonstrates self-reflective leadership grounded in relationality, attuned to the power and privilege associated with the role, and takes an accountable approach to feedback, learning, and transformation.

Indigenous Resurgence & Reconciliation

- Champions the faculty's obligations under the Truth and Reconciliation Commission's Calls to Action, acting in relation to the ongoing work of decolonization
- Advances Indigenous resurgence through active support of Indigenous-led initiatives in teaching, research, and creative practice, grounded in the



principles of respect, relationship, relevance, reciprocity, responsibility, and representation

- Leads structural change in hiring, curriculum, admissions, and community relationships to ensure reconciliation is embedded in governance.
- Leads the faculty's engagement with BC's evolving Indigenous education landscape, including preparing teachers to deliver the province's Indigenous-focused K-12 curriculum
- Acts in relation to the 42 obligations set out in the 2024 Upholding Sacred Obligations report from the Office of the Independent Special Interlocutor, including supporting the faculty's accountability for its historical role in settler colonialism and its ongoing responsibilities to Survivors, families, and communities.

People Leadership & Faculty Culture

- Leads the Dean's Office and faculty leadership team, setting the tone for a culture that is collaborative, transparent, and high performing
- Mentors and supports Chairs/Directors and Associate Deans, ensures decision-making authority is appropriately distributed, and resolves matters that require Dean-level judgment
- Makes decisions in an equitable and consistent manner, with the input and involvement of those impacted, and communicates and manages outcomes with transparency
- Supports ongoing systemic change through consultation, effective delegation, and data-informed decision making
- Ensures structures are in place to support student success and respond to student concerns
- Aligns the faculty's recruitment and retention goals with the Strategic Enrolment Management Plan, diversifying admissions and ensuring

programs are relevant and responsive to the current demands of professional careers

- Ensures all students have access to experiential, creative, and land-based learning and professional opportunities
- Promotes the recruitment of students from underrepresented and marginalized communities, ensuring appropriate and responsive supports are in place to foster their success
- Develops relationships abroad that support and expand international exchanges and partnerships.

Resource Stewardship & Advancement

- Oversees effective management of the faculty's resources, including the faculty budget, ensuring transparent and strategic allocation in alignment with academic priorities
- Sets priorities for resourcing and staffing the faculty with clear links to the advancement of the missions of all units
- Makes fiduciary decisions with clarity and integrity, demonstrating accountability to the faculty and the broader university
- Ensures the Faculty's long-term financial sustainability through proactive planning and sound resource management
- Leads the development of the faculty's fundraising priorities and is an active and visible leader in achieving fundraising goals, including cultivating relationships with donors, granting agencies, and external partners.

External Relationships & Faculty Positioning

- Ensures the faculty's research, programs, and impact are visible and well-understood externally, and that alumni, donors, and community partners are engaged in supporting the faculty's mission



- Builds and sustains effective relationships that promote and advance the faculty's interests, values, and profile with a broad range of partners, including Indigenous communities and nations, K-12 and post-secondary partners, government, granting agencies, industry, alumni, and international collaborators
- Identifies and cultivates emerging opportunities with community partners, government, industry, and other institutions to advance the faculty's profile and expand its reach and impact.

STRATEGIC PRIORITIES FOR THE NEXT FIVE YEARS

- Develop and implement a faculty strategic plan that strengthens relationships between academic units and across campus, articulating shared values, clear mandates, and mutual support for programs and initiatives
- Deepen the Faculty's accountability to Indigenous communities and nations, advancing reconciliation across hiring, admissions, curriculum, annual reviews, and resource allocation, and supporting Indigenous-led innovations in education, research, and relationship-building
- Support and embed intersectional, anti-oppressive strategies within academic structures to advance gender justice, accessibility, and the decolonization of curriculum and institutional practices
- Support new interdisciplinary research initiatives to advance research excellence and impact
- Promote a diverse range of instructional and creative practices and delivery models, embracing the intentional and ethical use of technology to expand access and deepen learning
- Recognize, support, and further develop the Faculty's excellent pedagogical practices to ensure exceptional student learning experiences
- Leverage UVic's distinctive geographic and place-based advantages to develop summer institutes, visiting research positions, land-based learning experiences, and other innovative offerings
- Build external partnerships and philanthropic investment that advance the Faculty's mission and expand its community impact.



The Individual

The Dean of Education is an experienced and energetic leader who will encourage intellectual curiosity and creativity while being visible, accessible and open-minded. They will have a strong commitment to serving the needs of students and promoting research, teaching, and the overall reputation of the Faculty of Education. They should enjoy working with faculty, students, and staff as well as with external communities, and should have the ability to see opportunities where others may see constraints.

While the Search Committee recognizes that no one candidate is likely to meet the following qualifications in equal measure, they are preferred and will be used in the assessment of candidates for the position:

- Experience in making strategic decisions and facilitating change within large, complex organizations and across diverse groups and perspectives
- Evidence of advancing equity, decolonization, and anti-oppression in leadership practice, including in hiring, program design, resource allocation, and governance
- Work in principled, relational, and accountable ways with Indigenous communities and nations
- Experience designing and implementing programs, policies, and practices that challenge homophobia, racism, sexism/heteropatriarchy, ageism, ableism, colonialism and all forms of systemic oppression
- Commitment to relational leadership grounded in respect, responsibility, reciprocity, relevance, representation, connection, inclusion, accountability, and belonging
- Openness to and critical understanding of emerging technologies and their role in expanding access, enhancing learning, and supporting pedagogical innovation
- Ability to navigate the complexity of change and the need for stability as a continuum
- Capacity to hold a long view while managing immediate demands; to see across disciplinary and departmental lines; and to build genuine consensus around a shared direction
- Ability to represent a complex academic community with clarity and authenticity to diverse audiences, including Indigenous communities and nations, government, donors, and university leadership
- Internationally recognized record as a researcher and educator, eligible to be appointed as a Full Professor at UVic in the Faculty of Education
- Record of at least three years' experience in academic leadership role(s) at the level of department chair, associate dean, dean and/or equivalent experience in the post-secondary sector.



Additional Information

HOW TO APPLY

Consideration of candidates will begin immediately, and review of applications will begin in May 2026 and continue until the position is filled.

The anticipated start date is January 2027, though timing may be negotiated based on the successful candidate's circumstances.

To apply, please submit a comprehensive resume along with a covering letter which sets out your interest in the role and encapsulates the aspects of your experience relevant to the required criteria.

To enquire, apply, or suggest a nomination for this opportunity, please contact Odgers at UVicEducation@odgers.com. You may also apply directly at <https://en-careers.odgers.com/en-ca/job/31102/>.

If you require accommodations to participate in the recruitment process, please inform Odgers.

YOUR PERSONAL INFORMATION

At Odgers, we have always respected the privacy and the confidentiality of the personal information provided to us in context with our executive search assignments. This has been a fundamental value in building trust with our candidates and clients. We are committed to keeping your information secure and managing it in accordance with our legal responsibilities wherever we operate in the world, including the Personal Information Protection and Electronic Documents Act ("PIPEDA") in Canada.

For more information on your rights and to find out more about how we process your personal data, a

copy of our Privacy Policy is available for your review on our [website](#).

By providing us with a copy of your resume and any subsequent personal information directly or from third parties on your behalf such as references, you understand that it has been furnished with your consent for the purpose of possible disclosure to our client, who has agreed to comply with our Privacy Policy. We will not disclose your personal information to clients without your prior knowledge and consent.

DIVERSITY, EQUITY, AND INCLUSION

University of Victoria is an equal opportunity employer. In accordance with the Accessible Canada Act, 2019 and all applicable provincial accessibility standards, upon request, accommodation will be provided by both Odgers and University of Victoria throughout the recruitment, selection and/or assessment process to applicants with disabilities.

UVic is committed to upholding the values of equity, diversity, inclusion and [human rights](#) in our living, learning and work environments. In pursuit of our values, we seek members who are eager to actively participate in that shared responsibility. We actively encourage applications from members of [historically and systemically marginalized groups](#). Read UVic's [full equity statement](#).

Odgers is deeply committed to diversity, equity, and inclusion in all the work that we do. As part of our efforts to better understand our ability to reach as broad a pool of candidates as possible for our searches, our DEI team would like to encourage you to take a moment and access our [Self-Declaration Form](#).



Appendix B: Victoria, British Columbia



Victoria, the capital city of British Columbia and one of Canada's most picturesque and livable cities is situated on the traditional territories of the Lək̓ʷəŋən (Songhees and Esquimalt) Peoples. Located on the southern tip of Vancouver Island, Victoria combines the natural beauty of the West Coast with the sophistication of a historic and culturally rich urban centre. It offers a unique blend of old-world charm and modern innovation, making it a truly exceptional place to live and work.

With a mild coastal climate, natural beauty, and a strong sense of community, Victoria offers a welcoming environment for individuals and families alike. Residents enjoy close proximity to the Pacific Ocean and mountain ranges, with countless opportunities for hiking, cycling, sailing, kayaking, golfing, and exploring the island's many beaches, parks, and trails. The city is home to landmarks such as Beacon Hill Park, the Inner Harbour, and the world-renowned Butchart Gardens, as well as easy access to regional and wilderness destinations including the Gulf Islands and Pacific Rim National Park.

Victoria has a population of approximately 400,000 in the metropolitan area and offers the amenities of a larger city while maintaining a strong sense of community. It boasts a vibrant arts and culture scene, with institutions such as the Royal BC Museum, the Art Gallery of Greater Victoria, and the Belfry Theatre, as well as a full calendar of festivals and events including the Victoria Symphony Splash, TD JazzFest, Fringe Festival, and Victoria Film Festival. The culinary scene is thriving, supported by local farms, vineyards, and a strong focus on sustainability and farm-to-table practices.

Victoria has a growing reputation as a centre for innovation in clean tech, marine sciences, tourism, and software development. The city offers excellent public and independent schools, healthcare facilities, and post-secondary institutions. The city is also deeply engaged in reconciliation and works closely with local First Nations on cultural, social, and environmental initiatives.

Victoria is easily accessible by air and sea, with direct flights to major Canadian cities and the U.S. West Coast, and ferry links to Vancouver and Washington State. Its unique blend of natural beauty, cultural vibrancy, and quality of life makes it an inspiring location for professionals who are passionate about meaningful work in an exceptional environment.



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