## TABLE OF CONTENTS

- UNIVERSITY OF VICTORIA ................................................................. 2
- FACULTY OF ENGINEERING ............................................................... 3
- POSITION RESPONSIBILITIES ......................................................... 4
- CANDIDATE QUALIFICATIONS .......................................................... 8
- VICTORIA, BC ................................................................................. 10
- EQUITY, DIVERSITY & INCLUSION .................................................... 11
- HARBOUR WEST CONSULTING ....................................................... 11
The University of Victoria (UVic) acknowledges with respect the Lekwungen 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.

Established in 1963, UVic offers a wide range of undergraduate and graduate programs, including professional degrees to 21,800 undergraduate and graduate students. The UVic Edge is where dynamic learning and vital impact meet, in Canada’s most extraordinary environment for discovery and innovation. These elements nurture creative activity and ground UVic in the urgency of sustainability and healthy societies; shape a world view with Indigenous and international perspectives; and fuel a commitment to economic well-being, technological advances and social justice.

UVic is a rich and supportive learning community with over 900 faculty supporting dynamic and evolving programing across ten Faculties and two Divisions. The community enjoys a variety of campus events, including plays, concerts, ceremonies, art exhibitions, conferences, continuing studies programs, public lectures, films and athletic events that attract a total audience of more than 500,000 people annually.

VISION
To be 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.

STRATEGIC DIRECTION
UVic’s Strategic Framework 2018-2023 articulates the shared understanding of the University’s vision, values and priorities. Engagement with the campus community identified the themes most important to the University’s students, faculty, staff, alumni and community members. Those themes are reflected in the Framework’s six key priorities: cultivate an extraordinary academic environment; advance research excellence and impact; intensify dynamic learning; foster respect and reconciliation; promote sustainable futures; and engage locally and globally. Guided and inspired by the Strategic Framework, UVic will deliver on its commitments to its people, partners, and local and global communities.

USEFUL LINKS
For more information on UVic, please visit: https://www.uvic.ca/
For more information on UVic’s Strategic Framework, please visit: https://www.uvic.ca/strategicframework/index.php
FACULTY OF ENGINEERING

The Faculty of Engineering, which includes Computer Science, is home to approximately 2,400 undergraduate, 600 graduate students and 95 faculty members including 10 Canada Research Chairs. It is comprised of four departments – Computer Science, Civil Engineering, Electrical and Computer Engineering, and Mechanical Engineering. The Faculty offers degrees in Computer Science as well as accredited undergraduate engineering degrees in Biomedical, Civil, Computer, Electrical, Mechanical, and Software Engineering. The Faculty of Engineering is nationally and internationally recognized for high quality teaching and research as well as research-grounded and experiential learning through the national and international co-op opportunities provided to its students.

The Faculty has a demonstrated commitment to innovative research activities that are leading edge, collaborative and multidisciplinary. It is experiencing an incredible time of growth. The next Dean will play a critical role in the strategic direction of the Faculty as it commits to growth opportunities for enrollment and programming. The Faculty is embarking on a capital campaign for facility expansion that is fundamental to its services and program delivery.

VISION

The Faculty of Engineering strives to create a sustainable, healthy, and intelligent future for humanity and the planet. UVic values academic excellence and aims to be both welcoming and inclusive. Through knowledge of science and technology, and experience with creative problem solving, graduates support the economic and cultural development of society and help protect the natural environment.

MISSION

To pursue research and graduate talent that develops innovative and effective solutions for society’s most urgent challenges through collaboration within the Faculty, across campus, within communities and around the globe.

USEFUL LINKS

For more information on the Faculty of Engineering at the University of Victoria, please visit: https://www.uvic.ca/engineering/index.php
POSITION RESPONSIBILITIES

Reporting to the Vice-President Academic and Provost, the Dean, Faculty of Engineering, is responsible for providing strategic and administrative leadership to the University’s Engineering & Computer Science programs as the chief academic and administrative officer. As a member of the senior leadership team, the Dean works in collaboration with the other Deans and academic leaders, senior administrators and staff, as well as other key stakeholders to implement and advance UVic’s Strategic Plan and objectives.

KEY OPPORTUNITIES AND CHALLENGES

- Lead the collaborative development, implementation and ongoing review of the Faculty’s Strategic Plan
- Lead the alignment of the Faculty’s strategic objectives with the University Plans, including the Strategic Framework, Strategic Research Plan, Strategic Enrolment Plan, Indigenous Plan, International Plan and Campus Plan
- Build a vision that champions equity, diversity and inclusion as an integral component of all Faculty activities and foster a supportive and respectful working environment
- Promote the Faculty across campus and in the broader community; foster and grow existing and new strategic partnerships
- Understand and support the diversity and variation of disciplines within the Faculty; lead and build collaborative networks to support innovation in teaching and the development and renewal of programs and research
- Support the ongoing development, renewal and diversity of programs at the graduate level
- Ensure that the appropriate technology, infrastructure and resources are in place to support teaching and students
- Advocate internally, provincially and nationally for funding priorities; identify new, creative and sustainable funding sources; actively participate in University-wide fundraising activities and the Faculty’s capital campaign
- Set priorities for growth initiatives within the Faculty that build on existing capacity and demonstrated strengths
- Enhance the Faculty’s reputation as a world-class leader in Engineering and Computer Science education and support the accreditation of existing and new programs

ACCOUNTIBILITIES

Leadership

- Articulate the identity and vision of the Faculty to the University and the wider community; build and engage support
- Identify and lead the development of new program and research themes for the Faculty
- Recognize, communicate and support the differences in programming that exist within the Faculty to foster an environment of collegiality, creativity and innovation
- Encourage multi- and interdisciplinary initiatives
- Champion equity issues and inclusion; foster a supportive and respectful working environment that is committed to diversity
• Represent and interpret the interests of the broader University to the Faculty; effectively and independently represent, advocate and integrate the interests of the Faculty to the University
• Lead and position Faculty fundraising strategies and initiatives to ensure financial stability, sustainability and meet capital campaign objectives

**Academic Programming, Research and Teaching**
• Support and facilitate the development of high-quality programs and experiential learning through innovation, teaching excellence and a student-centered approach
• Establish metrics and assess learning outcomes to further refine, develop and evolve Faculty programming
• Promote, engage and support Indigenous scholarship, learning and student experience
• Support diverse research activities and scholarly work for teaching and learning
• Support the development and funding for high quality graduate and professional programming
• Increase and source research funding, and support the establishment of new research programs
• Promote the use of educational technology and blended learning to enhance pedagogical methods that support a diversity of learners
• Ensure continued accreditation for all engineering programs
• Attract and retain high-potential faculty

**Student Services, Experience & Recruitment**
• Support and participate innovative student recruitment, in alignment with the Student Enrolment Plan (SEM)
• Lead engagement opportunities, to attract and retain undergraduate and graduate students
• Support initiatives to advance and increase opportunities for Indigenous students
• Support initiatives to advance and increase opportunities for international recruitment and experiences
• Recognize and address the unique needs of students, including lifelong, non-traditional and international learners
• Support resources for students seeking accommodations and learner supports
• Facilitate discussion and strategy development in response to enrolment and the potential impact on Faculty growth, sustainability, infrastructure and resources
• Advocate for improved faculty-student and staff-student ratios to best support student learning and experience
• Build and cultivate open lines of communication with students and student groups, the community, and Co-op employers to support student success

**Management and Administration**
• Oversee the leadership and optimization of a complex administrative and staff team with multi-union affiliations
• Lead academic resource planning; administer the Faculty budget and financial plan
• Develop systems for data collection and metrics to inform resource planning and decision making
• Oversee communications of achievements as well as marketing of programs and opportunities
• Support the development and/or acquisition of appropriate technology and infrastructure to best meet the needs of staff, faculty and students
• Oversee the development, acquisition and use of facilities to support teaching, research, workspace and laboratory use

Faculty and Staff Relations
• Provide and support the professional development of staff and faculty
• Build a culture of collegiality and collaboration in a unionized environment
• Support initiatives to support, advance and increase opportunities Indigenous Faculty
• Plan and prioritize personnel needs, ensuring competitive and sustainable hiring plans, supported by equity, diversity and inclusion practices including merit-based recruitment

Internal and External Relations
• Establish clear and transparent lines of communication with stakeholders
• Lead, participate and engage in fundraising activities for both the Faculty and University
• Oversee the Faculty’s capital campaign
• Establish and maintain contacts with external Engineering deans, research granting agencies, and government officials, as well as with industry, professional, and community leaders
• Participate in relevant provincial, national and international organizations to promote the interests of the Faculty and University and encourage opportunities for partnership and collaborations in research and education
• Foster outreach to youth, teachers and parents across a variety of Faculty and University opportunities and channels
• Serve on Senate, Deans’ Council and the President’s Advisory Council; represent the Faculty on various other committees, councils and institutional initiatives

REPORTING & KEY RELATIONSHIPS

Reports to
Vice-President Academic and Provost

Interacts with
President, Vice-Presidents and Associate Vice-Presidents
Deans, Executive Directors and Directors
Associate Deans
Directors, Coordinators and Chairs
Faculty members
Staff members
Students, student groups and course unions
Indigenous leaders and Elders
Alumni
Donors
Government
Industry Leaders
Engineering and broader Community Members

USEFUL LINKS

To review the University Plans: https://www.uvic.ca/home/about/facts-reports/strategic-plan/index.php
CANDIDATE QUALIFICATIONS

The Dean will be an engaged and proactive leader for the Faculty of Engineering. The Dean will have a deep and demonstrated understanding of engineering and computer science, with the ability to champion and integrate Faculty values across the University and community. The successful candidate will have demonstrated teaching and research with an academic track record, knowledge of program development and experience in academic administration. The successful candidate will have exceptional interpersonal skills with the ability to inspire innovation and collaboration while meeting the evolving and diverse needs of students, faculty and staff.

CORE CRITERIA

- A strong record of scholarly achievement that will allow for appointment at the rank of Full Professor
- A PhD, relevant to the Faculty of Engineering at the University of Victoria
- Eligible for a Professional membership and/or license with Engineers & Geoscientists of BC
- A track record of success as an administrator in a university or relevant institution, including experience setting priorities, developing and implementing budgets, allocating resources, human & faculty relations, and leading effective organizational change
- Be socially and culturally aware and responsive with demonstrated experience in supporting equity, diversity, cultural safety and inclusion in the activities of Engineering and Computer Science with a strong Indigenous acumen
- Experience identifying, building and fostering relationships through industry partners, government, development initiatives, international partnerships and other external sources
- A track record of encouraging and supporting research excellence and innovation
- Demonstrated experience in supporting students with a focus on recruitment, outreach, student experience and retention strategies
- Demonstrated experience in supporting and advocating on behalf of faculty, staff, students and/or constituency groups

EXPERIENCE

- A passion for post-secondary education, academic integrity and a variety of program and learning models
- A clear understanding of the disciplines and programming within UVic’s Faculty of Engineering
- Experience leading the development of quality, competitive, sustainable and innovative programming from concept to delivery
- Demonstrated experience in supporting and advocating for the development of Indigenous partnerships and programming
- Demonstrated experience blended learning program delivery and development
- Demonstrated understanding of current and evolving technology and its impact on teaching, learning and resources
- Understanding of the accreditation cycle, procedures, opportunities and challenges
Demonstrated success in a broad range of administrative leadership and management, including:
- Setting priorities and managing a workload with substantial responsibilities
- Developing and implementing budgets; allocating resources in a climate of financial constraint
- Human resources, including staffing plans
- Delegating responsibility while maintaining accountability
- Interpreting, creating and implementing policies and procedures
- Setting organizational goals and indicators of performance and measuring outcomes
- Leading effective organizational change
- Leading fund development activities
- Building consensus amongst faculty and staff and amongst Deans and across the institution

Experience in and commitment to student engagement including recruitment and retention strategies

Experience in alumni relations and development activities

Experience in the recruitment, development and retention of faculty

Experience identifying and obtaining resources through development initiatives, international partnerships and other external sources

Knowledge of relevant partnerships at a provincial, national and international level

Understanding of Accreditation procedures, opportunities and challenges for Engineering and Computer Science

Knowledge of relevant partnerships at a provincial, national and international level

INTERPERSONAL SKILLS

- Professional, respectful and collaborative
- Embraces innovation and entrepreneurship
- Accessible, open and collegial; build trust
- Inspiring, effective and transparent
- Fair-minded, with the ability to collaborate across a broad range of stakeholders to create common purpose and build consensus
- Principled decision maker with sound judgement
- Proven ability to make and be accountable for difficult decisions and strategic risks
- Excellent communication skills with the ability to network and connect others
- A creative problem solver who is flexible and open to change
With its spectacular scenery and charming ambience, it is no surprise that Victoria, British Columbia, is one of the world’s favorite destinations. Victoria, the provincial capital, is known for its old-world charm, lively arts and music scene, booming tech-hub, government services and recreational pursuits.

Victoria and the Gulf Islands boast the mildest climate in Canada; summertime is typically warm and sunny, with frequent ocean breezes. Victoria also benefits from being situated in the "rain shadow" of the US Olympic mountains, receiving half the annual rainfall of nearby locations like Vancouver. With one of the mildest climates in Canada and gardens blooming year-round, Victoria is aptly nicknamed "The City of Gardens".

Victoria has earned a reputation as a mecca for adventurers drawn by the limitless outdoor activities readily accessible in the city and throughout the Gulf Islands. Many people sail, kayak, fish, camp and play golf year-round. Beaches are open to the public and even residential areas have corridors allowing public access. Because Vancouver Island's topography is so varied, you can choose your climate. Within a few hours’ drive, you can enjoy skiing Mount Washington, hike the West Coast Trail, or make a weekend trip to the world-renowned Whistler/Blackcomb ski resort. Other interesting nearby destinations include Vancouver and Seattle (State of Washington), both just a ferry ride away.

USEFUL LINKS
For more information on life in Victoria, BC: https://www.tourismvictoria.com/
EQUITY, DIVERSITY & INCLUSION

Harbour West Consulting believe equity, diversity and inclusion are essential for the organizations we serve to achieve the business goals they strive for. We believe in equal pay for equal work; in finding the best candidates based on skill and competence regardless of gender, ethnicity, age, sexual orientation, disability, religion, political belief, marital or family status, and/or Indigenous status. We strive to ensure the recruitment process unfolds in a fair, transparent, timely and open manner to include individuals previously underrepresented or discouraged from participating.

UVic is committed to upholding the values of equity, diversity and inclusion in its living, learning and work environments. In pursuit of its values, UVic seek members who work respectfully and constructively with differences and across levels of power. UVic actively encourages applications from members of groups experiencing barriers to equity. Please contact Harbour West Consulting if you have a question regarding accommodation and participation in this process.

HARBOUR WEST CONSULTING

Should you be interested in learning more about this unique opportunity with the University of Victoria, please contact Carol Robinson or Paul Phillips at 604-998-4032 or forward your CV, a letter of introduction and the names and contact information for three references, in confidence, to info@hwest.ca.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. We will respond to all who express interest.

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