



University
of Victoria



AMERICAS ASIA PACIFIC EMEA

PRESIDENT AND VICE-CHANCELLOR



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EXECUTIVE SUMMARY

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.

UVic is one of Canada's leading research-intensive universities. Its vision is to be the Canadian university that best integrates 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 the place where people want to learn, engage and innovate.

The University is seeking a bold and innovative academic leader to be our next President and Vice-Chancellor. Reporting to the Chair of the Board of Governors, the next President will have a focus on external relations, increasing UVic's reputation globally, while enhancing research intensity and impact. The President will possess a sincere commitment and capacity to advance truth, respect and reconciliation with Indigenous peoples. The President will be committed to advancing the University's global leadership in environmental and social sustainability. The President will have an international outlook and be an effective communicator with strategic foresight and strong relationship building skills. UVic welcomes expressions of interest from candidates who are authentic, experienced, innovative and collegial academic leaders committed to equity, diversity and inclusion and capable of representing our broad university community internally and externally.



MESSAGE FROM THE BOARD CHAIR AND CHANCELLOR

Welcome to the University of Victoria, one of Canada's leading research-intensive and student-centred universities. Founded in 1963, UVic is the university that best integrates outstanding scholarship, engaged learning and real-life involvement to contribute to a better future for people and the planet. Our vision to make a difference is what directs our academic and research endeavours, and it is brought to life by outstanding faculty, staff and students. Our academic programs are continuously evolving to prepare our students for an ever-changing world. Our researchers work on the cutting edge of knowledge, making major contributions in a diverse range of fields. We are at the forefront of two global challenges—sustainability, and truth and reconciliation. We are committed to creating a strong, healthy future for our students, and local and global communities.

UVic is seeking a bold and innovative leader who will animate our University's vision and values. The next President will be an inclusive and engaged individual with the capacity to work collaboratively with faculty, staff and students to achieve our University's strategic priorities and goals.

This is a unique opportunity for a visionary leader to join a committed and dynamic university community in the pursuit of excellence in research, teaching, service and engagement to serve students, communities and the world.

Beverly Van Ruyven
Chair, Board of Governors

Shelagh Rogers, O.C.
Chancellor



THE UNIVERSITY OF VICTORIA

OUR VISION

We will 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.

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

Please click [here](#) to learn more about the 2018-2023 Strategic Framework.

THE UNIVERSITY OF VICTORIA

ABOUT UVIC

Students, researchers, and alumni from UVic are driving change around the world, powered by the UVic Edge—that unique combination of **vital impact** and **dynamic learning** embedded in our **extraordinary learning environment**, which make UVic Canada’s most extraordinary environment for discovery and innovation. The University is well positioned for remarkable success in the coming years.

Vital impact drives our sense of purpose. As an internationally renowned teaching and research hub, we tackle essential issues that matter. That’s the kind of vital impact that defines our edge—from tracking environmental contaminants to improving the lives of people affected by homelessness, poverty and substance use.

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 international settings, or wilderness protected areas in field schools.

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. Our Pacific Rim location in one of the world’s most environmentally rich regions inspires us to learn from its stories and safeguard its integrity. Strong personal relationships are an essential ingredient of a vibrant learning community. Our collaborative structure nurtures rich personal connections on campus and across the dynamic local community and in cultural and business networks beyond. Collaborations with vanguard researchers and organizations around the globe ensure we’re on the leading edge of critical knowledge and inspired solutions.



THE UNIVERSITY OF VICTORIA

QUICK FACTS

- 21,800 students (undergraduate and graduate)
- 900 full-time faculty members
- Sponsored Research Income of CAN \$114 million (Research Infosource)
- 41 Canada Research Chairs
- 16 interdisciplinary research centres
- 531 patents filed to date
- 1,065 invention disclosures to date
- 169 start-up companies to date
- 100+ books published in the Humanities and Fine Arts since 2015
- 200+ performances and exhibitions per year with a \$3.7 billion UVic annual economic impact

RANKINGS

- #2 among all Canadian universities in citation impact per faculty member (QS rankings, 2020)
- #2 among all Canadian universities in CFI funding per faculty member (2016)
- Gold star performer for sustainability practices in the 2017 Sustainable Campus Index, compiled by the international Association for the Advancement of Sustainability in Higher Education
- #1 among comprehensive universities in medical/science grants per faculty (Maclean's 2019)
- 115th in the world and the top university in Canada, across all sciences, for international research collaboration (Leiden)
- Top 200 worldwide for English language and literature, philosophy, and earth and marine sciences (QS, 2019)

Further information can be found [here](#).

Our most recent Annual Review can be found [here](#).



THE UNIVERSITY OF VICTORIA

CIVIC ENGAGEMENT

Civic engagement is a key part of our mission. Our faculty, students and staff work with community partners locally and globally.

INTERNATIONAL PERSPECTIVES

Whether it's welcoming and supporting international students or developing partnerships abroad, the University of Victoria is connected to the world.

The **UVic International Plan: Making a World of Difference 2017-2022**, launched in October 2016, takes our global commitment another step further by identifying key objectives and strategies to move us forward in this era of heightened connectivity, complex geopolitics and increased international collaboration. UVic attracts international students (nearly 4,000 in total, including almost 3,000 students here on study permits from 118 countries around the world) and faculty from around the world. Discovery, creativity and innovation come naturally here, in a vibrant Pacific Rim community rich with international perspectives.

INDIGENOUS FOCUS

UVic's first Indigenous Plan builds on our longstanding commitment to and relationships with Indigenous communities, both local and national. The plan establishes ambitious goals and clear accountability to work together to increase educational opportunities and success for Indigenous students and further develop education, research, outreach and engagement initiatives, and programs with an Indigenous focus. Download the complete **Indigenous Plan** or view a summary of the **plan framework**.

More than 1,200 Indigenous students—including more than 200 graduate students—choose UVic for their studies each year.

From language revitalization to Indigenous law, University of Victoria researchers are working with Indigenous communities and organizations in Canada and around the world to understand, preserve and celebrate Indigenous traditions and cultures.



THE UNIVERSITY OF VICTORIA

SUSTAINABLE INITIATIVES

With a wealth of natural and landscaped open space across a 166-hectare campus, almost anywhere you walk, you'll see why the surrounding West Coast campus inspires us—in our teaching, our research and in how we plan and manage our campus.

Sustainability is a key part of the curriculum in nearly every major field at UVic, from science and engineering to social sciences and law. The Gustavson Business School makes sustainability a core component of its curriculum as well, and is home to two research centres devoted to sustainable economies and business practices.

Across the board, UVic research is at the forefront of sustainability breakthroughs for our changing world. We're a global leader in climate and ocean sciences, and sustainable energy research as well.

Our campus operations reflect our focus on sustainability. All our new buildings are constructed to meet the LEED Gold standard, one of the highest green building ratings in the world. Most are situated on former parking lots to preserve our natural spaces.

Valuable initiatives across campus—from strategic purchasing changes and transportation initiatives, to student-led proposals and changes in teaching curriculum—have further embraced sustainability in ways that bring both tangible results and an increased level of knowledge that continues to help us improve, individually and institutionally.

Information about sustainability at UVic can be found [here](#).



THE UNIVERSITY OF VICTORIA

FINANCIAL

The University of Victoria's new Strategic Framework for 2018-2023 articulates our shared understanding of our vision, values and priorities in fulfilling our commitment to contributing to a better future.

The Strategic Framework provides a structure for our ongoing planning and serves as a reference for making strategic choices among the many possible initiatives that could move us forward. Creating a shared understanding of our goals and priorities enables us to coordinate our efforts and work together to achieve maximum impact. Guided by the Strategic Framework, the University develops an institutional budget to ensure that financial resources are aligned with the institution's priorities and areas of strategic focus.

The University has developed its annual budget framework, financial models and plans within the context of a three-year planning cycle.

The University ended the 2018/19 fiscal year with total consolidated assets of \$1.6 billion and consolidated revenue of \$593 million.

Current and historical financial statements can be found [here](#).



THE UNIVERSITY OF VICTORIA

STRUCTURE

As a leading research university, UVic offers over 120 undergraduate and 160 graduate programs, as well as professional degrees and diplomas.

FACULTIES

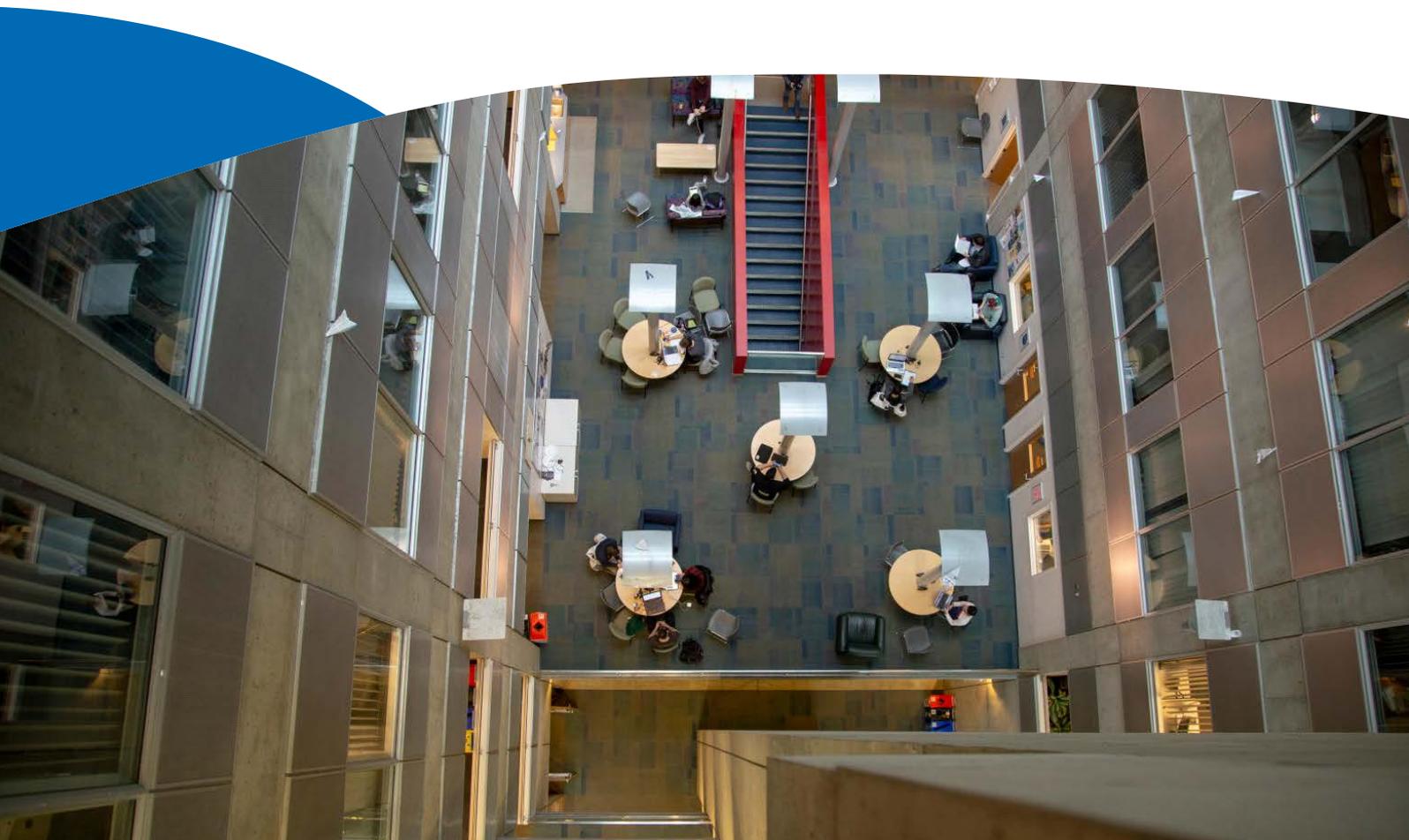
- **Education**
- **Engineering**
- **Fine Arts**
- **Human & Social Development**
- **Humanities**
- **Science**
- **Social Sciences**
- **Graduate Studies**

SCHOOLS & DIVISIONS

- **Peter B. Gustavson School of Business**
- **UVic Law**
- **Medical Sciences**
 - **Island Medical Program**
- **Continuing Studies**

OFFICES & SERVICES

- **Awards & financial aid**
- **Learning & teaching support**
- **Learning Commons**
- **Co-operative education**
- **Office of the Registrar**
- **Graduate admissions & records**



THE UNIVERSITY OF VICTORIA

RESEARCH

UVic has developed eight areas of research strength—or research capabilities—that shape our success as a research-intensive university:

- **Culture and creativity**
- **Data science and cyber physical systems**
- **Environment, climate and energy**
- **Global studies and social justice**
- **Health and life sciences**
- **Indigenous research**
- **Ocean science and technology**
- **Physical sciences and engineering, mathematics and computer science**

Our researchers and artists are committed to improving the social, cultural and economic well-being of people in Canada and around the world.

We work closely with **community**, government and **industry partners** to move ideas, discoveries, creations and inventions forward for the betterment of society.

RESEARCH CENTRES

UVic research centres and organizations enhance connections among different academic areas on campus, promote partnerships with external organizations, and provide training opportunities for students. Our 16 Research Centres include the following:

- **Astronomy Research Centre (ARC)**
- **Canadian Institute for Substance Use Research (CISUR)**
- **Centre for Advanced Materials and Related Technology (CAMTEC)**
- **Centre for Asia Pacific Initiatives (CAPI)**
- **Centre for Biomedical Research (CFBR)**
- **Centre for Forest Biology (FORB)**
- **Centre for Global Studies (CFGS)**
- **Centre for Indigenous Research and Community-Led Engagement (CIRCLE)**
- **Centre for Social and Sustainable Innovation (CSSI)**
- **Centre for Studies in Religion and Society (CSRS)**
- **Centre for Youth and Society (CFYS)**
- **Institute on Aging and Lifelong Health (IALH)**
- **Institute for Integrated Energy Systems (IESVic)**
- **Pacific Institute for Climate Solutions (PICS)**
- **Matrix Institute for Applied Data Science**
- **Victoria Subatomic Physics and Accelerator research centre (VISPA)**

RESEARCH GROUPS

- **Population Research Group**



THE UNIVERSITY OF VICTORIA

NETWORKS OF CENTRES OF EXCELLENCE

Networks of Centres of Excellence of Canada are large-scale virtual research centres that bring together multiple partners from universities, industry, government and not-for-profit organizations.

Networks conduct basic and applied research in areas critical to economic and social development, with the overall goal of improving the quality of life for Canadians. UVic faculty participate in the research programs of seven of the 12 current national **Networks of Centres of Excellence**:

- **Biotherapeutics for Cancer Treatment (BioCanRx)**
- **Canadian Frailty Network (CFN)** (previously known as Technology Evaluation in the Elderly Network – TVN)
- **Green Activation Research and Development Network (GARDN)**
- **India - Canada Centre for Innovative Multidisciplinary Partnerships to Accelerate Community Transportation and Sustainability (IC-Impacts)**

- **Kids Brain Health Network (KBHN)** (previously known as Neurodevelopmental Network – NeuroDevNet)
- **Marine Environmental, Observation, Prediction and Response Network (MEOPAR)**

CORPORATE ENTITIES

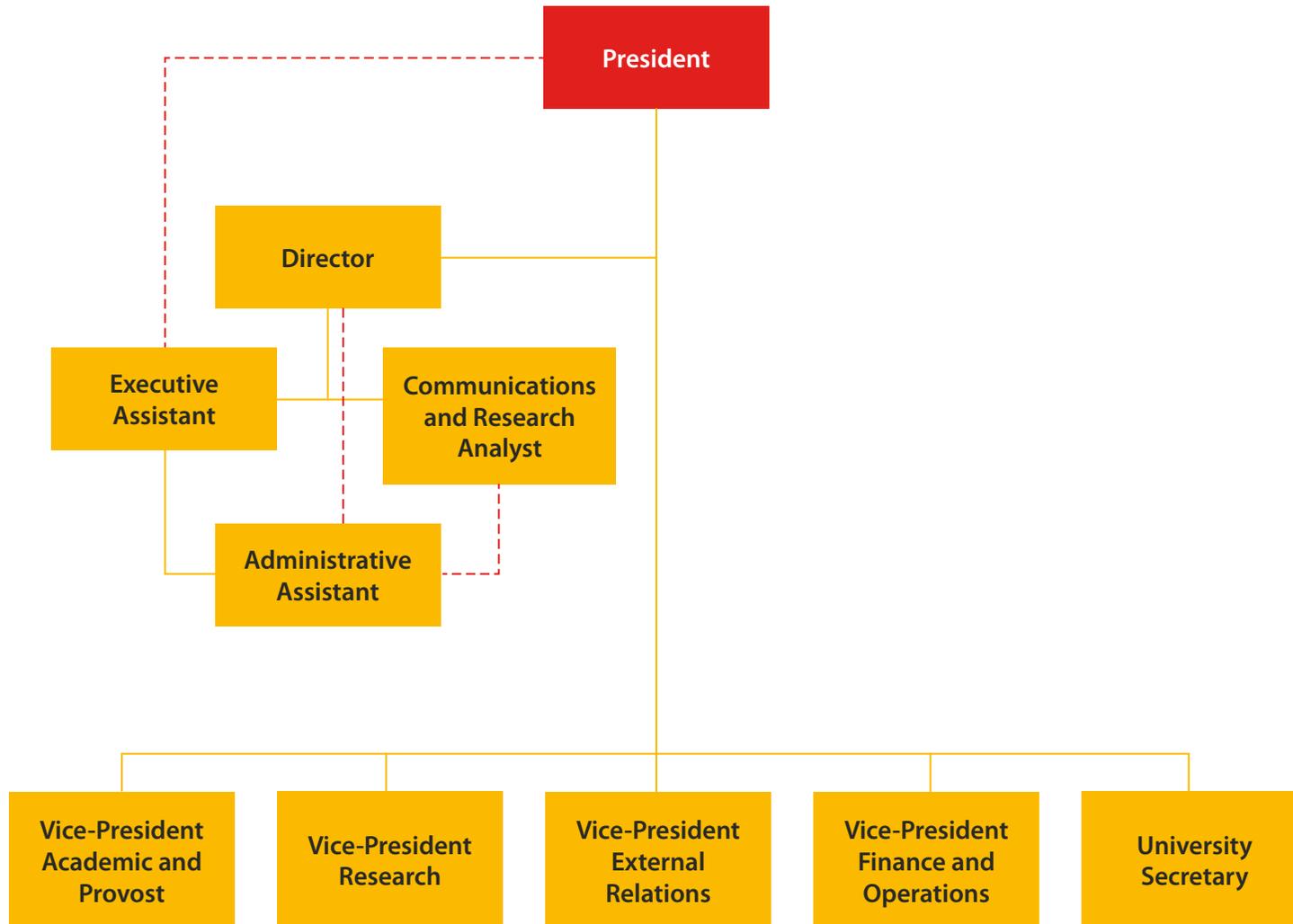
UVic has two corporate entities related to research. They each have a board of directors with representation from government, industry and other institutions.

- **Ocean Networks Canada (ONC)**
- **Pacific Climate Impacts Consortium (PCIC)**



ORGANIZATIONAL CHART

The institutional organisation chart can be found [here](#).





JOB PROFILE

As the Chief Executive Officer and Vice-Chancellor of the University, the President is responsible and accountable to the Board of Governors for providing overall leadership to the University of Victoria. It is the President's responsibility to fulfill the vision and mission of the University and lead pursuit of the goals articulated in the University's strategic framework.

The President directs the operation of the University, including its academic and research endeavours, business affairs, alumni relations, government relations and engagement with the broader community. In carrying out these responsibilities, the President works with the Vice-Presidents and the University Secretary, who report to the President, as well as with other academic and administrative leaders. As a member of the Board of Governors and Chair of the Senate, the President plays a key role in ensuring good governance of the University.

SPECIFIC ACCOUNTABILITIES

STRATEGIC LEADERSHIP

- Articulates and oversees implementation of the University's vision and strategy, which are developed in consultation with faculty, staff, students and alumni and expressed in the strategic framework; and the University's overall direction and strategy.
- Promotes and protects the essential mission and values of the University.
- Maintains and enhances the reputation of the University through promotion and recognition of its research, academic and operational achievements.
- Provides bold leadership to the University community in the context of a rapidly evolving higher education landscape; globalization; and environmental, social and technological changes.
- Represents the broad spectrum of the University's research and academic endeavours while promoting and enabling interdisciplinary collaboration.

JOB PROFILE

ADMINISTRATIVE LEADERSHIP AND INTERNAL ENGAGEMENT

- Builds and leads a strong senior administrative team. Provides oversight, motivation and mentorship. Delegates effectively within a context of trust.
- Exhibits leadership in achievement of the University's goals in relation to equity, diversity and inclusion.
- Oversees operational, financial, budgetary and capital planning and management and ensures that the University operates within the policy framework established by its governing bodies. Oversees effective management of the University's resources.
- Enables the University to capitalize on its potential to create mutually enriching research and educational environments, supported by effective and efficient infrastructure and administrative support.
- Leads the development and implementation of a strategy for securing resources to sustain and build the University's academic and research strengths.
- Oversees preparation for and management of internal and external issues that require an institutional response.

- Champions a commitment to a comprehensive and integrated approach to sustainability in research, education, community engagement, financial management and campus operations.
- Communicates and engages with members of the university community.
- Fosters positive relationships with and amongst students and student leaders, faculty, staff, administration and alumni and promotes respectful and effective dialogue and communication. Stewards a positive organizational culture.
- Promotes and celebrates excellence and innovation in research, scholarship, artistic and creative activities; teaching and learning; and service.

RESPECT AND RECONCILIATION

- Leads the University's ongoing efforts to advance respect and reconciliation with Indigenous peoples and to implement and advance the applicable calls to action of the Truth and Reconciliation Commission.



JOB PROFILE

GOVERNANCE

- Values and actively engages in the collegial governance of the University.
- Serves as Chair of Senate, and as a member of the Board of Governors, Senate committees and other key institutional committees.

EXTERNAL ENGAGEMENT

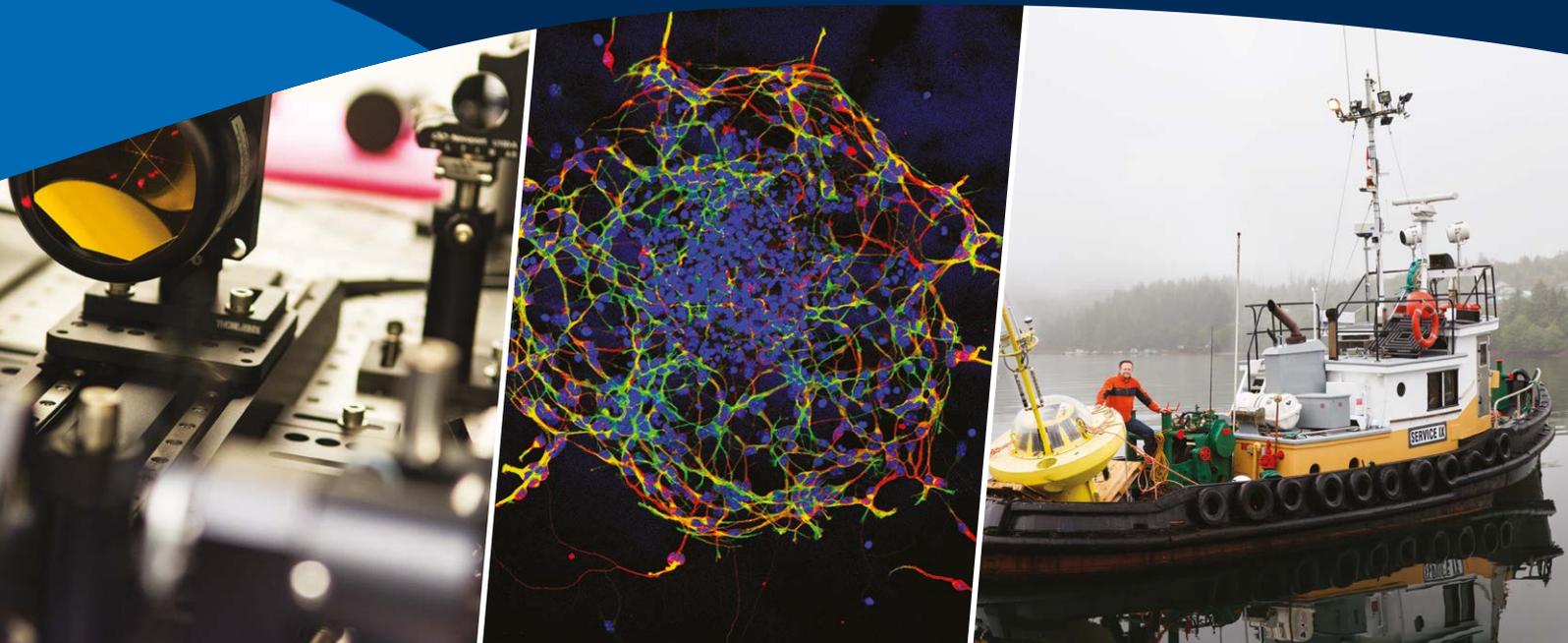
- Acts as an advocate and an ambassador for the University, communicating the University's strengths and contributions in global, national, provincial and local arenas.
- Fosters strong and productive relationships with key partners and stakeholders, including local communities and community organizations; Indigenous communities; private sector organizations; and other post-secondary and research institutions.
- Engages with and builds productive relationships with federal and provincial governments and agencies; Indigenous governments; and local municipalities.
- Collaborates with other university leaders and partners to articulate the value of higher education and research to society. Advocates for the sector's needs.

- Facilitates contacts and relationships both domestically and internationally that enhance the University's activities, profile and contributions to students and society in Canada and abroad.
- Actively engages and participates in fundraising efforts and takes a leading role in securing major gifts in support of the University's strategic priorities.

REPORTING RELATIONSHIPS

Reports Directly to: Board of Governors through the Board Chair

Direct Reports: Vice President Academic and Provost
Vice President Research
Vice President Finance and Operations
Vice President External Relations
University Secretary
Director, Office of the President





SELECTION CRITERIA

The Appointment Committee is seeking a person who has demonstrated experience and skills in the following areas:

ACADEMIC AND RESEARCH QUALIFICATIONS AND LEADERSHIP

- Strong academic qualifications and an outstanding record of recognized research and scholarship.
- Successful senior leadership experience at a research intensive university or an organization associated with higher education and research.
- Knowledge of the global higher education context, with an understanding of the Canadian post-secondary system.
- Capacity to foster an inclusive university community that enhances teaching, learning, research and creative activity.

STRATEGIC LEADERSHIP

- Capacity to advance the University's mission and reputation in a rapidly changing, and increasingly competitive, global higher education environment.
- Ability to represent and leverage the University's strengths in order to advance the University's strategic interests.
- Strategic foresight and the ability to proactively identify issues in the post-secondary sector, and participate in key post-secondary initiatives.
- A record of successfully developing and implementing ambitious strategies for a complex organization in a dynamic context. Capacity to build consensus, and to bring diverse individuals and groups together to elaborate and implement shared vision and strategy.

- Committed to advancing the University's global leadership in environmental and social sustainability through research, academic programs and campus operations.
- Innovative and open to new ideas.

VALUES-BASED LEADERSHIP

- Committed to the vision, values and priorities of the University of Victoria.
- Works with others in a collaborative, collegial, inclusive, and accountable manner to achieve the University's strategic priorities.
- Appreciates all parts of the University and respects the diversity of disciplines.
- Understands, and is committed to, the relevance and importance of equity, diversity and inclusion to achievement of the University's goals. Ability to contribute to the university's goals in relation to equity, diversity and inclusion in all aspects of the role. Understands the unique needs of faculty and staff from diverse backgrounds and marginalized groups.
- Capacity to advance truth, respect, reconciliation and mutual understanding with Indigenous peoples through education and research at the University and with community partners.
- Appreciates diverse cultures and perspectives. Advocates for and maintains respectful relationships and processes built on mutual trust and an understanding of personal and systemic biases.
- Committed to promoting mental and physical health and wellness for students, faculty and staff.
- Self-aware with a high level of emotional intelligence.

SELECTION CRITERIA

STUDENT CENTRED APPROACH

- A record of working to improve students' educational experience and success in a research-enriched teaching environment. Understands the factors that affect undergraduate and graduate students' experience, learning and achievement.
- Respects the diversity of students and their needs, and has helped foster inclusive environments in which all students can succeed and thrive. Understands the unique needs of international students, Indigenous students and students from marginalized groups.
- Record of or demonstrated commitment to furthering educational opportunities for Indigenous students.
- Seeks student input, is accessible and responsive to student leaders, and champions student engagement in university governance.

ADMINISTRATIVE LEADERSHIP AND INTERNAL ENGAGEMENT

- Mentors and develops a strong leadership team. Empowers other members of the leadership team and develops mutually respectful and supportive relationships with them.
- Engages as actively as possible with faculty members, staff, students and other members of the University community.
- Ability to bring faculty members from across disciplines together to build on and leverage research and academic strengths.
- Ability to lead positive organizational change and to effectively oversee a broad range of academic, research and support functions across a complex organization.
- Demonstrated capacity to make difficult decisions in a principled, transparent and equitable manner in the context of competing interests and priorities.
- Possesses financial acumen and a record of success in developing new sources of revenue, managing risk and building excellence in different financial contexts.
- Ability to lead effectively in a unionized environment.
- Ability to provide strong and effective leadership in a crisis.

- Committed to fostering the quality and effectiveness of university governance through active leadership and participation.
- Resilient and optimistic with the capacity to successfully manage a complex and very demanding workload.

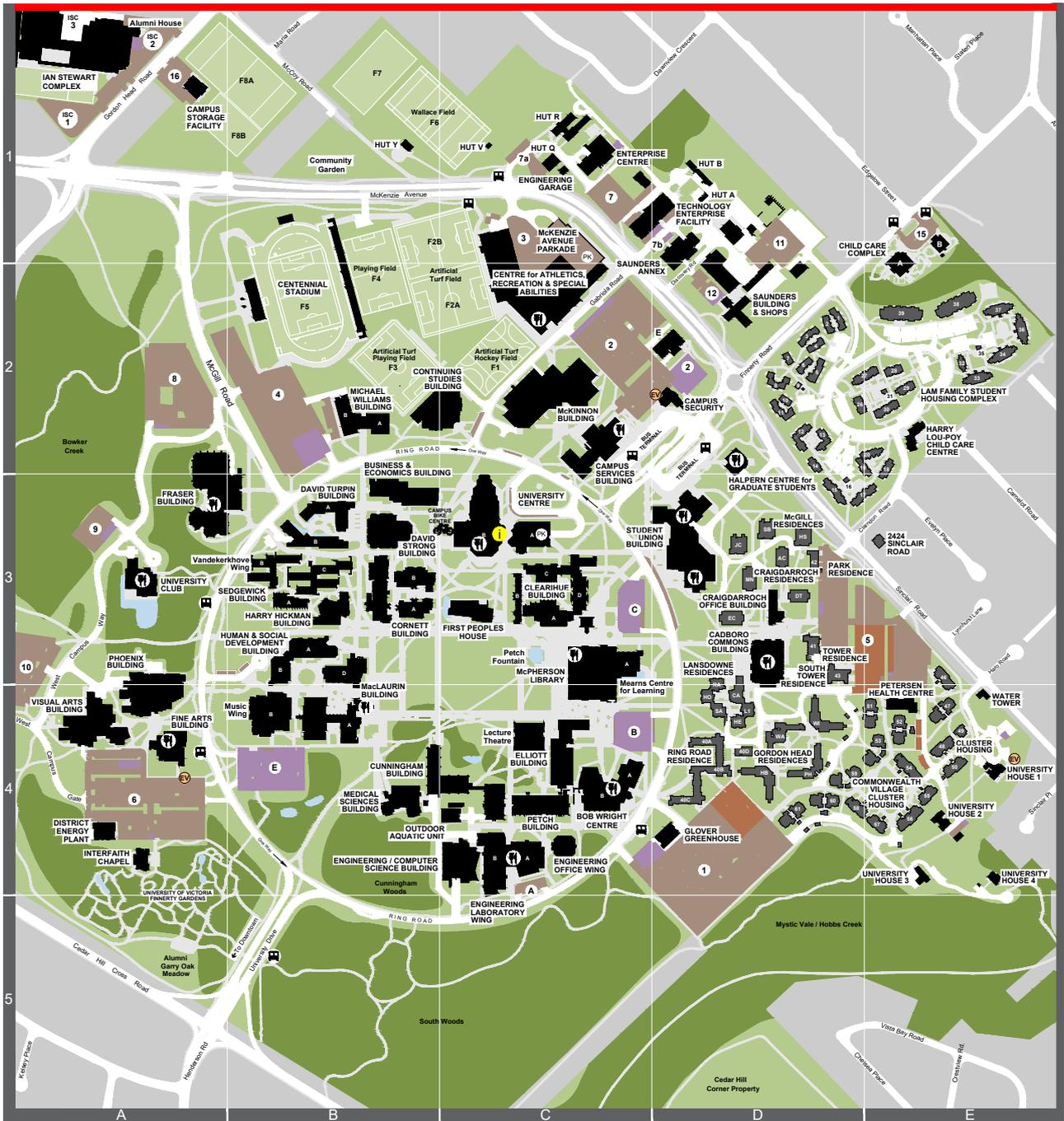
EXTERNAL ENGAGEMENT

- Ability to develop and maintain strategically important relationships in support of the University's priorities with key partners and stakeholders, both in Canada and globally. These include local communities and community organizations; Indigenous communities; private sector organizations; and other post-secondary and research institutions in Canada and globally.
- Capacity to engage and build productive relationships with federal and provincial governments and agencies, Indigenous governments and local municipalities.
- Ability to generate enthusiasm for the University and to elicit support for university priorities from individuals, corporations, governments and other partners.
- Is committed to, and enthusiastic about, fundraising on behalf of the University. Experience in cultivating and securing major gifts is a considerable asset.

COMMUNICATION SKILLS

- A highly articulate and engaging communicator.
- Approachable, visible, transparent and sincere.
- Ability to authentically and meaningfully connect with a wide range of audiences both at the University and externally using various media.
- An excellent listener.
- Capacity to effectively communicate the University's ambitions, contributions and impact; and to advance the University's profile, reputation and competitive position, domestically and internationally.
- Ability to lead the University in engaging in a nimble manner with issues of substantial social and public concern.

CAMPUS MAP



- | | | |
|--|--|---|
|  Buildings |  General Pay Parking |  Bus Stop |
|  Residences |  Reserved Parking |  Parkade |
|  Buildings Under Construction |  Student Resident Parking |  Food Service Outlet |
| | |  Welcome Centre |
| | |  Electric Vehicle Charging Station |



December 2011



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 <https://candidates.perrettlaver.com/vacancies/> quoting the reference number **4400**.

The closing date for applications is **12 noon (Pacific Time) on Friday, January 10, 2020**.

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. More information on our equity statement can be found at: www.uvic.ca/equity/employment-equity/statement/

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, may contact Faculty Relations and Academic Administration in the Office of the VP Academic and Provost at FRrecruit@uvic.ca. 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 www.perrettlaver.com/information/privacy-policy/



ABOUT VICTORIA

Proudly representing British Columbia as the Capital City, the City of Victoria, with a population of 345,000, leads by example in the areas of environmental sustainability, social and cultural development, economic vitality, and staff and service excellence. We recognize that how we do business today will affect how we sustain our resources, infrastructure, and environment for future generations.

CULTURE

Victoria is located in the traditional territories of the Coast Salish, Nuu-chah-nulth and Kwakwaka'wakw people, who have long navigated the waters of the Pacific Ocean around Vancouver Island. They share a deep, respectful relationship with the bountiful ocean and temperate rainforests.

Victoria has an incredibly vibrant population and the City is known for both its charm and a great selection of things to do, from international film, music, art and cultural festivals, to museums and galleries, botanic gardens, to poetry readings, musical performances, and a wonderful food scene, there are countless opportunities enjoy the City and Vancouver Island more broadly.

INNOVATION AND TECHNOLOGY

A thriving and growing innovation hub, technology represents Victoria's top-ranked industry with CAN \$4.06 billion in annual revenue, 995 tech companies, around 17,000 employees and a CAN \$5.02 billion economic impact in the Greater Victoria Region (Viatec).

OUTDOOR ACTIVITIES

Much of life in Victoria and across British Columbia and the Pacific North West 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. Snow is rare in the City, so golfers, hikers and tennis enthusiasts can play outside all year round. You also have your access to sea to sky outdoor excitement here, from sailing and kayaking, to mountain biking, and skiing, to name just a few.

GETTING HERE

Victoria is closely connected to Vancouver with numerous options for the short trip across the Strait of Georgia including by conventional flights (approximately 15 minutes) from Victoria International Airport, 30 minutes by sea plane or helijet from downtown Victoria, or 90 minutes by ferry. The San Juan Islands (12 kilometers, 7.5 miles) and Olympic Peninsula (40 kilometers, 25 miles) in Washington State are just across the water and Seattle is only a 50 minute flight away, or 2 hours and 45 minutes ferry.

Helpful links for more information are listed below:

[Tourism Victoria](#)

[Getting to Victoria and UVic](#)

[Victoria housing](#)

[Education Victoria magazine](#)



University
of Victoria



Perrett
Laver

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