



President and Vice-Chancellor Candidate Criteria

Candidate Qualifications

The Search Committee will evaluate candidates based on their relevant expertise and demonstrated experience. The Search Committee recognizes that no candidate for President and Vice-Chancellor will meet all of the following criteria in equal measure. However, the following characteristics, experiences, and competencies are highly desirable:

Commitment to Indigenous Engagement

- A leader in Truth and Reconciliation, with a demonstrated track record of engaging Indigenous communities and advancing institutional commitments to respect the rights of one another, to be in right relationship with all things, and to uphold the rights of Indigenous Peoples.

Equity, Diversity, & Anti-Racism

- A visible leader and change agent with a demonstrated commitment to advancing equity, inclusion, and anti-racism with an understanding of supporting these principles and objectives within a complex organization.

Strategic Vision

- Demonstrates the ability to develop, articulate, and enact a compelling and inspiring long-term vision for the university.
- Demonstrated experience leading strategic initiatives or systemic change that align with organizational priorities and respond to emerging challenges.

Student Champion

- Has demonstrated a commitment to a culture where excellence in teaching and the learning environment is valued and rewarded.
- Enjoys interacting with students and developing strategies to engage students.
- A sincere affinity and care for students as people, and actively supports the elements and experiences that contribute to a rewarding campus life.

Academic Excellence, Research, and Innovation

- Brings an understanding of facilitating, championing and enabling academic and research excellence and innovation.
- Has a track record attracting financial support for research.
- Supports interdisciplinary approaches to enhance the university's academic profile and overall reputation, and demonstrates respect for the perspectives, methodologies, and contributions of all academic disciplines.

Values-Based Leadership

- A mentor and leader to the executive team, who builds trust, prioritizes competing needs and makes difficult decisions with transparency.
- Inspires and empowers diverse teams through inclusive, collaborative, and accountable leadership across academic and organizational units.
- Strong record of collegial governance and building trust with faculty, staff, and students.
- Engaging speaker who communicates with clarity and continuity.
- Makes decisions grounded in integrity and the university's core values.

Organizational Management

- Has experience with complex budgets and resource allocation with fiscal responsibility.
- Has successfully led in a complex governance framework.
- Balances competing interests with fairness, compassion, and ethical consideration.

External Relations and Advocacy

- Builds strong relationships with government, local Indigenous communities, industry, alumni, donors, and community partners.
- A passionate and compelling advocate for the university locally, nationally, and globally.
- An active fundraiser who has shown the commitment and ability to build deep, trusting and lasting relationships with donors.
- Brings the necessary diplomacy and persuasive abilities to be successful in a complex political environment.

Personal Attributes

- Exhibits humility, adaptability and courage in the face of challenges.
- Acts with integrity and authenticity in their personal interactions.

Academic and Professional Experience

- Successful senior leadership experience and accomplishment gained ideally in post-secondary, or in comparable sectors where one has developed an understanding of or meaningful exposure to the post-secondary environment.
- Strong academic qualifications and a record of recognized research and scholarship.