



President and Vice-Chancellor Candidate Criteria

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

Academic 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 purpose and reputation in a rapidly changing, and increasingly competitive, global higher education environment.
- Ability to articulate and champion the value of universities, and the importance of academic freedom and the pursuit of bold and courageous research, knowledge and creative works.
- 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 the ability to shift between priority issues as required.
- 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 collaborate 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 purpose, pledge, principles and priorities of the University of Victoria as defined in the [university's strategic plan](#).

- Works with others in a collaborative, collegial, inclusive, and accountable manner to achieve the university's strategic priorities.
- Appreciates all parts of the university. Respects and values the diversity of disciplines as components of a comprehensive university.
- 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, perspectives and identities. 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. Demonstrated willingness and ability to learn from members of the university community.

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, and students from marginalized groups.
- Understands the unique needs of Indigenous students. 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, collaborative 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 and communication 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 to maximize the university's visibility in pursuit 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, build and maintain productive relationships with federal and provincial governments and agencies; Indigenous governments; and local municipalities.
- Ability to generate enthusiasm for the university, to build understanding of its value, 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.

Interpersonal and Communication Skills

- A highly articulate and engaging communicator.
- An approachable, visible, transparent and sincere leader.
- Ability to authentically and meaningfully connect with a wide range of audiences both at the university and externally.
- An active 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.