

Posting #24-044EM

Associate Vice-President, People, Equity, and Inclusion Regular, Full-time

Located in the spectacular landscape of northern British Columbia and primarily situated on the unceded traditional territories of the Lheidli T'enneh First Nation, part of the Dakelh (Carrier) peoples' territory, UNBC is one of Canada's best small universities, with a passion for teaching, discovery, people, the environment, and the North.

UNBC provides outstanding undergraduate and graduate learning opportunities that explore cultures, health, economies, sciences, and the environment. As one of B.C.'s leading research intensive universities, UNBC brings the excitement of new knowledge to its students, and the outcomes of its teaching and research to the world. Home to over 3,000 students, UNBC recently placed among the top five percent of higher education institutions worldwide by the Times Higher Education World University Rankings.

The University of Northern British Columbia (UNBC) is committed to creating and maintaining an equitable, diverse, and inclusive environment. As a newly created position reporting to the Vice-President, Finance and Administration, the Associate Vice-President, People, Equity and Inclusion (AVP, PEI) will provide leadership to advance the university's commitment to inclusion, diversity, equity, and accessibility (IDEA), is the primary Human Resources (HR) leader and strategist of the university, and create a culture of safety and belonging within the institution. Capacity building within the department and across the organization will help ensure that the HR department is a highly positive contributor in shaping the experience and engagement of UNBC's diverse community and supports the achievement of the University's strategic plan.

The AVP, PEI will collaboratively formulate, articulate, and implement a shared, culturally and racially sensitive IDEA vision and strategy for UNBC through a consultative process in partnership with the university community and various collaborators. The ideal candidate brings a demonstrated substantive knowledge of and skill implementing HR policies along with inclusion and equity policies and programs with a proven commitment to anti-oppression and IDEA and supporting these principles and objectives, preferably in a university or comparably complex setting.

As the ideal candidate, you will have a demonstrated track record of success in human resources, organizational leadership, policy and program administration, especially relating to anti-oppression and IDEA.

Based in B.C.'s northern capital, Prince George, site of UNBC's largest campus, is a city of ~86,000 people with impressive cultural, educational, and recreational amenities in the beautiful landscape of northern British Columbia.

Due to the mandate of this position, significant and sustained effort will be made to encourage candidates from equity-deserving groups and with lived experience of marginalization and oppression.

In accordance with BC's Pay Transparency Act, the expected base salary for this role is \$180,000 per year, plus pension and benefits.



For more information on this opportunity to help shape and lead an exciting University, contact our search consultants at unbcavppej@boyden.com or [Apply here](#).

Persons with disabilities, who anticipate needing accommodation for any part of the application and hiring process, may contact UNBC Health & Wellbeing at wellbeing@unbc.ca. Any personal information provided will be maintained in confidence. All qualified candidates are encouraged to apply, although Canadians and Permanent Residents will be given priority.

