



THE UNIVERSITY OF WINNIPEG

Associate Vice-President, Human Resources

Located in downtown Winnipeg, Manitoba, and on original Treaty One land, in the heart of the Métis homeland, The University of Winnipeg offers high-quality undergraduate and graduate programs in Arts, Business and Economics, Education, Kinesiology and Applied Health, and Science.

The University is home to approximately 10,000 undergraduate and graduate students, 340 full-time faculty, 323 instructional staff, and 489 support staff. It has an established reputation for providing a supportive learning and working environment, combining a commitment to academic and research excellence, dedication to Indigenous engagement and success, and connections with diverse communities.

The Opportunity

The University of Winnipeg is seeking an Associate Vice-President, Human Resources (AVP HR) to provide strategic leadership and direction to all facets of people and culture management. Reporting to the Vice-President, Finance and Administration, the AVP HR will promote and align their responsibilities in pursuit of the University's strategic priorities, its mission and vision.

The successful candidate will be an analytical and strategic thinker able to thrive in a complex, multi-faceted organizational structure. As an active member of the leadership team, the AVP HR will be expected to develop strong and effective relationships with stakeholders in all departments and at all levels, and contribute to the continued expansion of equity, diversity, and inclusion throughout the University. The AVP HR will oversee an effective, efficient, and responsive human resource's function, supporting the campus leadership to maintain an exceptional working and learning environment.

Accountabilities:

- Provide strategic, sensitive, and pragmatic advice on people and organizational matters to the Vice-President, Finance and Administration including oversight, advice, and guidance at an institutional level;
- Appreciate the intricacies of leading a strong human resource team in a complex academic environment;
- Support and encourage collaboration in the implementation of key initiatives to support progress on the University's strategic priorities;
- Develop strategies and implement initiatives in support of the University's ongoing work that increase faculty and staff equity, diversity, inclusion, and that respect our human rights and accessibility responsibilities;
- Be accountable for developing and implementing human resources policies, labour relations strategies, collective bargaining negotiations, recruitment and retention processes, pension, pay and benefits and compensation administration, rewards and recognition practices, and health and safety programs;
- Evaluate and ensure people, programs, and human resource services are aligned, improved, and updated to support critical university initiatives;
- Ensure the human resources team is supported and equipped to provide services that are innovative, professional, supportive, and accountable; and
- Develop, oversee, and manage within approved budgets to ensure departmental priorities, objectives and obligations are achieved.

Qualifications and Background:

- Degree in Human Resources, Business, Law, or related field; post-graduate degree preferred;
- Chartered Professional in Human Resources (CPHR) designation a definite asset;
- Seasoned leader with the proven ability to direct, support, mobilize, coach, and develop a diverse and strong team;
- Collaborative leadership style that is able to influence and work with all levels of staff, faculty, managers, and executives;
- Progressive leadership responsibilities with broad human resource experience in complex environments, experience in an academic setting would be beneficial;
- Significant experience in labour and employee relations, including collective bargaining within a multi-unionized environment;
- Demonstrated strategic agility with exceptional execution, problem-solving, and decision-making skills; and
- Superior communication and interpersonal skills, with the ability to relate on a diverse range of issues.

Individuals interested in this opportunity will submit application packages, including a cover letter and curriculum vitae, in confidence to Jen Sklar at jen@harrisleadership.com quoting project #23130.

The University of Winnipeg is committed to equity, diversity and inclusion and recognizes that a diverse staff and faculty benefits and enriches the work, learning and research environments, and is essential to academic and institutional excellence. We welcome applications from all qualified individuals and encourage women, racialized persons, Indigenous persons, persons with disabilities, and 2SLGBTQ+ persons to confidentially self-identify at time of application. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

The University of Winnipeg is committed to ensuring employment opportunities are accessible for all applicants.

If you require accommodation supports during the recruitment process, please contact Jen Sklar at jen@harrisleadership.com.