



## Associate-Vice President, People and Culture

The Associate Vice-President, People and Culture is a member of the President's Leadership Group and is responsible for the leadership and direction of the People and Culture department, programs, operations and success. The AVP will ensure consistency between People and Culture initiatives, programs, policies and services to support the mission, value and strategic change goals of TRU. In carrying out these responsibilities the AVP works closely with executive and senior leadership to establish and maintain relationships with all constituents to effect change while meeting current and future forecasted human resource needs.

The position operates in a complex and demanding client service environment with many competing needs and interests for the academic, research and administrative functions. The AVP will utilize a blended approach to the practical application of human resource practices combined with a naturally strategic style in dealing with team, peer, executive and external relationships. Particular characteristics and skills are key for success:

- Passion for the student, faculty and staff experience at TRU. You're as thoughtful about the students, faculty and staff as you are about human resources and how it can shape people, their work and the culture.
- Fostering growth opportunities within the People and Culture team as well as across campus.
- Lead by example with empathy. A good listener while fostering an environment of collaboration, consultation and respect.
- Value relationships and skilled in providing feedback that promotes talent development and advances the University.
- Understand through experience how to navigate transformation and effectively manage change.
- Boldness and willingness to address opportunities for change in the face of public challenge.
- Value the need for free thought and open dialogue while encouraging an environment that provides for sharing of a variety of opinions and views.
- Embrace innovation with the courage to make difficult decisions that advance the institutional goals.
- Energized by the diversity of thought. Seek out new ideas and perspectives.
- Genuine commitment to foster and maintain an inclusive climate and environment where every member of the TRU community, including Indigenous partners, feels valued, accepted, welcomed and included.
- Personal belief that diversity and inclusion are integral components of a quality university experience, and you champion an anti-oppressive, anti-racism framework.
- Highly collegial and collaborative style, excellent communication skills, and the ability to inspire others within TRU and with stakeholders and the community beyond TRU.
- Ability to build, motivate and inspire a team of human resources professionals.
- Demonstrated ability to supervise and mentor direct reports while developing collegial relationships.
- Excellent skills and significant experience managing at both the strategic and operational level in a complex environment and serving a diverse group of stakeholders.
- Exceptional communication skills and ability to negotiate across a diversity of cultures within academia, administration and the public at large.

*Thompson Rivers University is strongly committed to hiring based on merit with a focus on fostering diversity of thought within our community. We welcome those who would contribute to the further diversification of our staff, our faculty and its scholarship including, but not limited to, women, Indigenous, Black and People of Color, persons with disabilities and persons of any sexual orientation or gender identity. Please note that all qualified candidates are encouraged to apply, however applications from Canadians and permanent residents will be given priority.*

This is an exciting and challenging opportunity to serve in a leadership role at one of the most innovative universities in Canada. For more information, please contact Christine Fisher or Ward Garven at 403 262 6780 or [c.fisher@stantonchase.com](mailto:c.fisher@stantonchase.com) or [w.garven@stantonchase.com](mailto:w.garven@stantonchase.com).