



# Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Links Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

Corporate Headquarters:

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# Job Board Posting



Careers.Indigenous.Link

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## Director, Equity, Diversity & Inclusion

**Job ID** 46-CB-F5-70-A7-36

**Web Address**

<https://careers.indigenous.link/viewjob?jobname=46-CB-F5-70-A7-36>

**Company** Queen's University

**Location** Kingston, Ontario

**Date Posted** From: 2023-03-29 To: 2023-04-28

**Job** Type: Full-time Category: Human Resources

**Languages** English

### Description

#### A Brief Overview

The Smith School of Business (Smith) is renowned for its excellence, innovation, and leadership in business education. From establishing the first undergraduate business degree a century ago to creating ground-breaking programs and courses in emerging areas including artificial intelligence, fintech, analytics, cultural diversity, team dynamics, social impact, and more, Smith is at the forefront of preparing students for the business marketplace. In addition to its rich tradition of academic and teaching excellence, Smith is known for delivering outstanding learning and development experiences with programs delivered in Kingston, Toronto, and several locations around the world. The Smith School of Business is committed to cultivating a vibrant, diverse, and inclusive academic and work community rooted in a culture of mutual respect and equity such that all members of our community feel safe, possess a strong sense of belonging, and are empowered to thrive. As part of this commitment, we encourage applications from women, members of racialized groups/visible minorities, Indigenous persons, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression.

The Smith School of Business at Queen's University is situated on traditional Anishinaabe and Haudenosaunee Territory. Smith Toronto is situated on the traditional territory of the Huron-Wendat and Petun First Nations, the Seneca, and the Mississaugas of the Credit River. We are grateful to be able to live, learn and play on these lands.

#### Position Summary

Reporting to the Dean, Smith School of Business, the Director, EDII is a critical member of the Dean's Executive Committee, which advises and contributes to the strategy and direction of the school. This position will be accountable for the delivery and implementation of the Smith EDII Strategic Action Plan, focused on driving an inclusive and equitable community. The Director will be a key member of the Smith EDII Committee and other similar University-level entities. The Director will work closely with the school's administrative, academic, and student leaders to advance EDII in teaching, learning and organizational culture. The ideal candidate will have a comprehensive understanding of a range of Diversity, Equity, Inclusion, and Indigenization issues, and will contribute to advancing principles and values of EDII through education, training, mentorship, and

dialogue with students, staff, faculty, and alumni groups.

#### Required Competencies

**EDII Strategist:** A leader in the field of Equity, Diversity, Inclusion, & Indigenization who has proven experience in designing and implementing strategies and initiatives that are sustainable and support an organization's vision and purpose.

**Change Leader & Influencer:** Ability to navigate the complex structure and governance within a university to build and develop sustainable relationships. The Director, EDII must effectively rally people around a common vision, build consensus, and effectively influence and coach individuals and groups.

**Inclusive Leadership:** A champion of inclusion and equitable approaches in both their day-to-day actions and overall leadership style. The Director, EDII will model the behaviours required to achieve Smith's overall purpose of being a safe and inclusive academic learning community.

**Program Development & Management:** Possess a strong skillset in overseeing and delivering on multiple projects of varying complexities. The Director, EDII will be required to set clear goals, prioritize effectively, influence and manage multiple stakeholders and ensure sustainable implementation of objectives.

**Innovator & Lifelong Learner:** Recognizing the continuous evolution of EDII matters within our current society and the educational environment, the Director, EDII will leverage their strong knowledge and experience, while showcasing the willingness to adapt, learn and design outside-the-box solutions. They will seek to be entrepreneurial and resourceful in their quest to apply their learnings within the Smith context to build an equitable and inclusive community.

**Executive Leadership Presence:** Effective ability to influence, inspire and motivate staff and other partners to drive strong results via cohesion and healthy collaboration; showcases willingness to make tough decisions that consider both short and long-term impacts.

**Budget Management:** As the accountable party to oversee the school's overall EDII programs and priorities, this role will need to balance budgeting priorities, monitor spend within the department and allocate appropriate funding for existing or new initiatives.

#### Required Experience

- An undergraduate degree (or other equivalent education) in a field related to people, culture, or EDII.

- 5+ years of EDII leadership experience and a demonstrated record of advancing EDII in a complex environment. Preference will be given to candidates with experience or an understanding of the post-secondary environment.

- Proven ability to serve as an SME resource who can work collaboratively and objectively with multiple stakeholder groups in the presence of competing interests, perspectives and occasionally in emotive situations.

- Proven management and leadership experience with a demonstrated ability to organize, motivate, coach, and influence within and outside one's direct span of control.

#### How to Apply

Click "Apply Now"

If you are interested in applying for this position, please submit your application and include: (1) a resume, and (2) a cover letter. Ensure that your submission clearly highlights your level of knowledge and proficiency for the required job competencies mentioned on this job description.