

## Job Description / Ideal Candidate Profile

### President & Vice Chancellor University of New Brunswick

#### **A. General Overview**

Reporting to the Board of Governors and working closely with the Senates, the President & Vice Chancellor is the chief executive officer and academic leader of the University of New Brunswick (UNB). The President provides strategic leadership for the University's academic mission, institutional strategy, and external engagement, while ensuring the continued advancement of UNB's reputation as one of Canada's leading comprehensive research universities.

Located in Canada's only officially bilingual province, with campuses in Fredericton and Saint John, and a significant nursing program in Moncton, UNB plays a vital role in advancing knowledge, innovation, entrepreneurship and talent development for New Brunswick, Atlantic Canada, and beyond. The President & Vice Chancellor will build on the University's strong momentum and guide the continued implementation of the institution's strategic vision, including the priorities outlined in **UNB Toward 2030**, and the University's commitment to *Piluwitahasuwawakon* and *One UNB*.

Working closely with the Provost and senior leadership team, the President will champion academic excellence, research growth, student recruitment, retention, readiness and an exceptional student experience while strengthening UNB's role as a trusted partner at the community, provincial, national and international levels to government, Indigenous leaders and communities, industry, and community organizations. The President also serves as the University's principal ambassador, representing UNB locally, nationally and internationally, communicating the institution's value and impact.

The role requires a visible and engaged leader who can inspire the University community, foster collegial governance, and guide the institution through a complex and evolving post-secondary environment. Ideally, the successful candidate is able to communicate in both official languages.

#### **B. Key Responsibilities**

##### **Provide Vision, Strategic and People-Centric Leadership**

- Provide visionary, strategic and people-centric leadership for the University and guide the continued assessment and implementation of UNB's strategic vision.
- Work collaboratively with the Board of Governors, Senates, Deans Council, senior leadership team, and student leaders to advance the University's academic mission and long-term institutional priorities.
- Lead institutional planning to ensure UNB remains responsive to emerging opportunities and challenges in the post-secondary landscape, while advancing its development as a multi-campus institution that leverages the strengths of all campuses.

#### Advance Academic Excellence and Research Impact

- Champion excellence in research, teaching, and scholarly activity across all faculties and campuses, while fostering continued growth of research, innovation, and partnerships with industry and academic institutions.
- Promote academic freedom, intellectual inquiry, and interdisciplinary collaboration.
- Strengthen experiential learning opportunities and prepare students to succeed in an evolving global economy including through entrepreneurial thinking and experiential learning opportunities.

#### Strengthen External Partnerships and Advocacy

- Enhance the University's visibility and reputation nationally and internationally, serving as its primary external representative and advocate.
- Build and maintain strong relationships with governments, Indigenous leaders and communities, industry leaders, alumni, donors, community partners and other post-secondary institutions.
- Promote UNB's contributions to economic development, innovation, entrepreneurship and social progress within New Brunswick and beyond.

#### Ensure Financial Sustainability and Institutional Stewardship

- Provide leadership in financial stewardship to ensure the University's long-term sustainability, aligning resources with academic and strategic priorities.
- Work collaboratively with the executive leadership team to identify opportunities for growth, diversification of revenue, and entrepreneurial approaches to program development, partnerships, and commercialization.
- Ensure responsible governance, accountability, and transparency across the institution, while providing oversight of broader risks and maintaining the University's integrity and public trust.

#### Foster a Culture of Collegial Governance and Community Engagement

- Foster a people-centric culture grounded in empathy, consultation, collaboration, and collegial governance, while championing the value of higher education and UNB's role in driving the social and economic vitality of Atlantic Canada.
- Maintain a visible and accessible presence across all campuses, supporting an inclusive and respectful environment that values diverse perspectives and ways of knowing, and encourages engagement and dialogue across the University community and with external partners.
- Continue to advance UNB as a top employer by creating an environment where faculty and staff can grow personally and professionally.

### **C. Ideal Candidate Profile**

#### Academic Qualifications

- A distinguished academic record with the credentials required for appointment at the rank of full professor at the University of New Brunswick.
- Demonstrated intellectual leadership and credibility within the academic community.

### Leadership Experience

- Significant senior leadership experience within a complex organization, ideally in higher education.
- Demonstrated success leading large, multi-partner organizations through change, innovation, and entrepreneurial growth.
- Experience working effectively within collegial governance structures in a unionized environment.
- A proven track record of building strong partnerships with governments, Indigenous leaders and communities, industry, community organizations, donors, and other post-secondary institutions.
- Demonstrated success leading or contributing to institutional strategy, financial stewardship, and organizational development.
- Demonstrated success operating within a multi-campus environment or similarly complex organizational structure.

### Knowledge and Skills

- A strong understanding of the mission and role of universities in society, including their contribution to innovation ecosystems and entrepreneurship.
- The ability to articulate and inspire support for a compelling vision for UNB and the broader post-secondary sector.
- Exceptional communication, listening, and relationship-building skills.
- The ability to engage effectively with diverse partners across academic, Indigenous, government, industry, and community sectors.
- Strong strategic thinking and financial acumen.
- Success leading complex organizations through periods of change and uncertainty.
- The ability to build trust and foster collaboration across diverse communities.

### Leadership Qualities

The ideal candidate is an authentic, collaborative, empathetic, and principled leader with the ability to:

- Inspire confidence and build trust across the university community.
- Focus on enabling students and student leaders to thrive and succeed both on and off campus.
- Lead with empathy, transparency, integrity, and respect for collegial governance.
- Communicate effectively and engage meaningfully with students, faculty, staff, alumni, and external partners.
- Make thoughtful and timely decisions in complex and evolving environments.
- Champion academic excellence, research innovation, entrepreneurship and student success.
- Strengthen UNB's reputation and impact at the community, provincial, national and international levels.

### Commitment

The successful candidate will demonstrate a commitment to:

- Research and academic excellence and student success.
- Equity, diversity, inclusion and accessibility.
- Indigenous engagement and reconciliation.

- Advancing UNB's role in supporting prosperity of New Brunswick.
- Collegial governance and open dialogue.
- Community engagement and public service.
- Responsible stewardship and long-term institutional sustainability.

#### D. Summary of Key Selection Criteria

To deliver on UNB's mission, vision, and strategy, the ideal President and Vice Chancellor will demonstrate many, if not all, of the following:

- **Leadership and Strategic Vision** – Proven ability to articulate and advance a compelling institutional vision and lead large, complex organizations through periods of transformation, ensuring alignment between academic priorities, institutional strategy, and long-term sustainability.
- **Commitment to Equity, Diversity, Inclusion and Reconciliation** – A demonstrated commitment to advancing equity, diversity, inclusion and accessibility to strengthening meaningful relationships with Indigenous communities, including an appreciation for and application of *Two-Eyed Seeing* to integrate Indigenous ways of knowing, ensuring these principles are embedded across institutional culture, policies, and practices.
- **Academic Leadership and Credibility** – A distinguished record of academic achievement and leadership that commands credibility with faculty, students, and academic leaders, and demonstrates a deep commitment to excellence in teaching, research, and scholarly activity.
- **Operational and Organizational Leadership** – Demonstrated success leading complex, multi-partner institutions with distributed operations, ideally across multiple campuses, ensuring strong governance, operational effectiveness, and alignment across academic and administrative units.
- **Culture and Community Leadership** – A demonstrated ability to build inclusive, collaborative, and high-performing organizational cultures that value collegial governance, open dialogue, and the engagement and well-being of students, faculty, and staff.
- **External Relations and Government Engagement** – Success building strong partnerships with governments, industry, Indigenous partners, alumni, donors, community leaders, and other post-secondary institutions and the ability to serve as an effective advocate for the role and value of UNB locally, provincially, nationally, and internationally.
- **Research and Innovation Leadership** – Experience advancing research excellence, innovation, and interdisciplinary collaboration, including fostering partnerships that enhance research impact and contribute to economic and societal development.
- **Financial Stewardship and Institutional Sustainability** – Strong financial and business acumen, with experience overseeing budgets, aligning resources with strategic priorities, and ensuring the long-term financial sustainability of a complex organization.
- **Strategic Partnerships and Community Impact** – Demonstrated success building collaborative relationships that strengthen institutional reputation, expand opportunities for students and researchers, and enhance the University's contribution to regional and national development.
- **Change Leadership and Institutional Transformation** – A track record of successfully leading change in complex environments, building consensus among diverse partners, and guiding organizations through evolving policy, funding, technological (including AI) and societal contexts.