



# St. Lawrence College

Job Advertisement

## **St. Lawrence College**

### Interim Vice-President, Belonging, Human Resources and Organizational Development

St. Lawrence College (“SLC”) is an integral part of the economic life and social fabric of Eastern Ontario, with campuses in Kingston, Brockville, and Cornwall. SLC consistently ranks as one of Ontario’s leading community colleges, preparing students for the global economy with relevant, practical, and experiential learning opportunities. Offering over 100 full-time programs, SLC is a close-knit community of 10,000 full-time students, and more than 96,000 alumni. The College’s Strategic Plan, “*SLC in Five*”, ensures SLC collectively understands what its key priorities are for the next five years. The plan conveys how important it will be for the College to continue working together, how its objectives will support the College values, and the College’s growth aspirations. A specific way growth is reflected in this plan is with the addition of a new value: Belonging.

It is within this context that St. Lawrence College invites applications and nominations for the **Interim Vice-President, Belonging, Human Resources and Organizational Development** (“Vice-President”). This is a 6-month term position. At the end of the term, the incumbent will be eligible to apply for the permanent position upon it been posted.

Reporting to the President & CEO, the Vice-President provides vision, leadership, and overall strategic direction for human resources, people planning, and culture to support the strategic direction of the College and to facilitate operational success. This position will also lead initiatives as they relate to the advancement of the college’s value of Belonging.

This position is accountable for the design, implementation and integration of human resources services, organizational practices and business processes ensuring high quality and cost-effective services are in place and optimized to support the strategic plan. The Vice-President acts a champion for

positive, respectful relationships and is the organizational leader in change management and labour relations matters.

As the ideal candidate, you bring a tenure in progressive leadership and management roles in human resources, ideally from a complex public sector organization. Your experience includes strategic-level HR planning, driving organizational change and process improvement, while also maintaining a hands-on approach to ensure effective day-to-day HR operations that creates a culture that supports the strategic directions and values of SLC. You have had involvement with complex labour relations issues and have in depth knowledge of relevant human resources legislation. Peers describe you as highly collaborative, a problem solver, a superb negotiator, and as a senior leader with sound judgement and empathy. You enjoy coaching and mentoring your team, embrace all aspects of diversity, and will foster a culture of belonging across all three SLC campuses. A post-secondary degree, ideally at the graduate level, and a relevant professional designation (CHRL or CHRE) are required. A combination of education, along with a professional designation and extensive experience in Human Resources may be considered.

To apply or explore this impactful leadership opportunity with St. Lawrence College, please submit a comprehensive resume along with a cover letter in confidence to **Jane Griffith** ([jane@griffithgroup.ca](mailto:jane@griffithgroup.ca)) and **Sam Walton** ([sam@griffithgroup.ca](mailto:sam@griffithgroup.ca)), or visit <https://griffithgroup.ca/vpbhrod/>

St. Lawrence College is committed to employment equity and diversity in the workplace. It encourages and welcome applications from members of the designated groups, including women, racialized minorities, Indigenous peoples, persons with disabilities and persons of any sexual orientation and identity. SLC is committed to an inclusive, barrier-free selection process.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

In accordance with provincial legislation, accommodation will be provided by Griffith Group and St. Lawrence College throughout the recruitment, selection and/or assessment process, upon request, to applicants with disabilities. If you require accommodations during the recruitment process, please contact [jane@griffithgroup.ca](mailto:jane@griffithgroup.ca) and/or [sam@griffithgroup.ca](mailto:sam@griffithgroup.ca).

We thank all those who express interest in this opportunity, however, only those chosen for an interview will be contacted.