



Vice-President, Human Resources & Organizational Development

Located along the shores of the beautiful St. Lawrence River, St. Lawrence College (SLC) is an outstanding post-secondary institution that boasts a vibrant and diverse body of over 14,000 full-time and part-time students from more than 40 countries around the globe, on its campuses located in Kingston, Brockville and Cornwall. With a reputation for providing world-class applied education, in a close-knit college community of over 1,500 staff and more than 100,000 alumni, St. Lawrence College provides its students with the education and in-demand skills training they need to prepare for the careers of the future.

Our People and *Employee Success* are two vital ingredients of St. Lawrence College's new Strategic Plan 2019-2024 "SLC in Five". With this important mandate, and as Vice-President, Human Resources and Organizational Development, reporting to the President and CEO, and as a member of the College Executive Team (CET), you will provide leadership and management to a team of professionals responsible for all core HR functions across three campuses, including organizational development, recruitment, talent management, employee development, compensation & benefits administration, HR information systems and labour relations to achieve this important plan. The Vice-President will provide executive-level advice and counsel to the President and College Executive Team regarding proactive HR strategies, policies, processes, and best practices to enable and support a vibrant, engaged College and organizational culture that lives and values *Students First, Teamwork, Innovation, Integrity and Belonging*.

The successful candidate will ideally possess a relevant Master's degree (eg., Human Resources, Labour Relations, Business, Law, etc.), and a Professional Designation (Certified Human Resources Leader/CHRL, or Certified Human Resources Executive/CHRE). An acceptable combination of education and extensive experience in Human Resources, along with a professional designation may also be considered. The candidate will have ten or more years of progressive, senior human resources leadership and management experience from within a complex, unionized, public sector environment. Proven experience with strategic HR planning, while maintaining a hands-on approach in ensuring effective day-to-day HR operations is essential. The successful candidate will be emotionally intelligent, confident, collaborative and an excellent communicator, with strong critical thinking skills and the ability to successfully lead positive change. As a leader, they will model and inspire accountability, teamwork, transparency, respect, trust and integrity.

The salary range for this role is \$126,716 to \$168,954 (Salary band 16). The compensation package includes a performance-based incentive program and a comprehensive benefit package. Starting salary will commensurate with qualifications and experience.

To confidentially explore this role, please forward your resume and cover letter, quoting Project **SLCSVPHR0601**, to **resumes@promeus.ca**. Requests for the detailed position profile and/or confidential nominations of suitable candidates may be submitted to the address above. The review of applications will commence immediately and will continue until a successful candidate is chosen. SLC and Promeus welcome all qualified candidates from diverse backgrounds. We thank all applicants for their interest – but will ultimately only directly respond to those candidates under consideration.

