



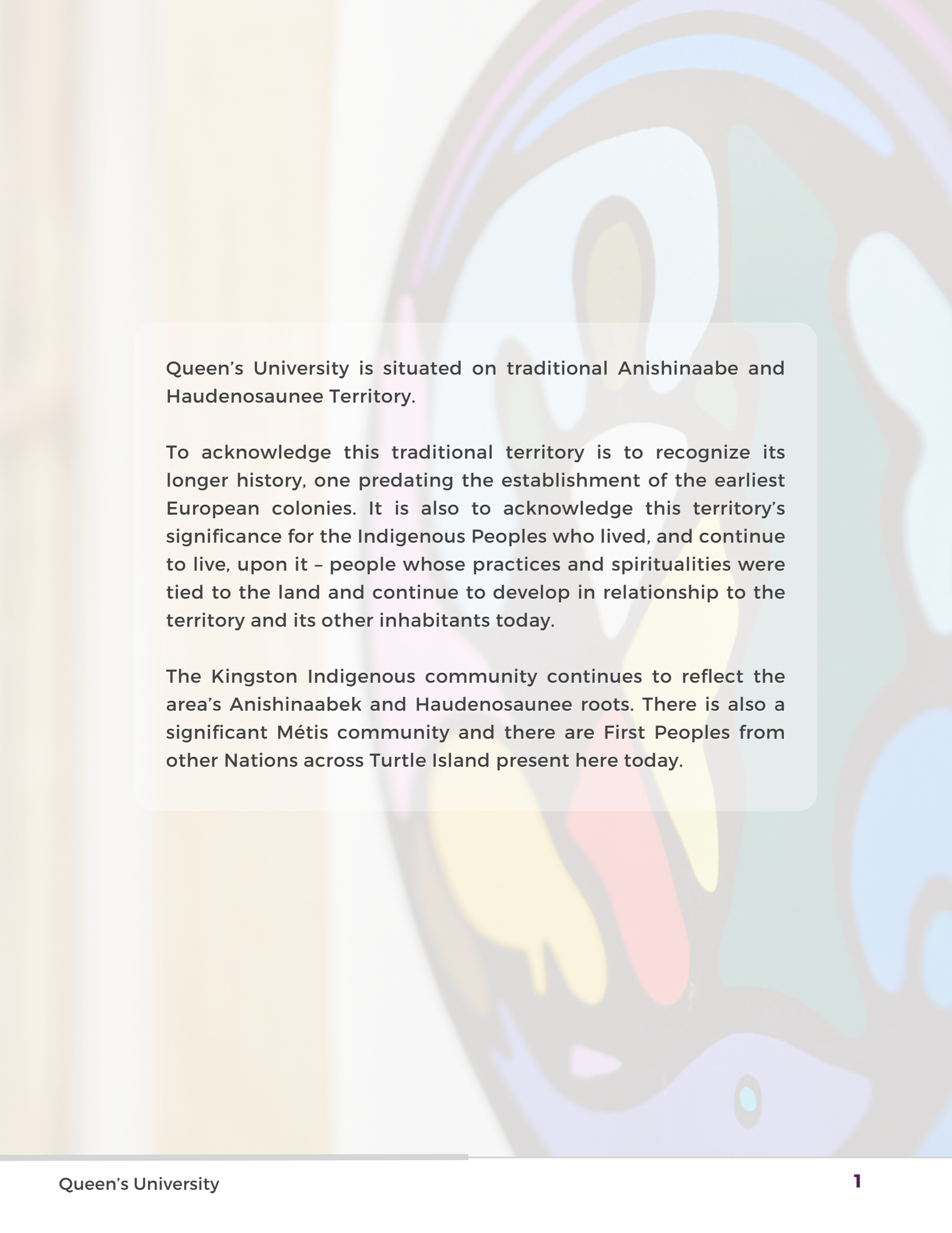
PATHWAYS
EXECUTIVE SEARCH



Associate Vice-Principal, Indigenous Initiatives
Queen's University



Queen's
UNIVERSITY



Queen's University is situated on traditional Anishinaabe and Haudenosaunee Territory.

To acknowledge this traditional territory is to recognize its longer history, one predating the establishment of the earliest European colonies. It is also to acknowledge this territory's significance for the Indigenous Peoples who lived, and continue to live, upon it – people whose practices and spiritualities were tied to the land and continue to develop in relationship to the territory and its other inhabitants today.

The Kingston Indigenous community continues to reflect the area's Anishinaabek and Haudenosaunee roots. There is also a significant Métis community and there are First Peoples from other Nations across Turtle Island present here today.



The University

Queen's University, founded in 1840, is renowned for being a member of the U15 group of research-intensive Canadian Universities. With over 31,000 full- and part-time students Queen's stands on a strong history of scholarship, discovery, and innovation.

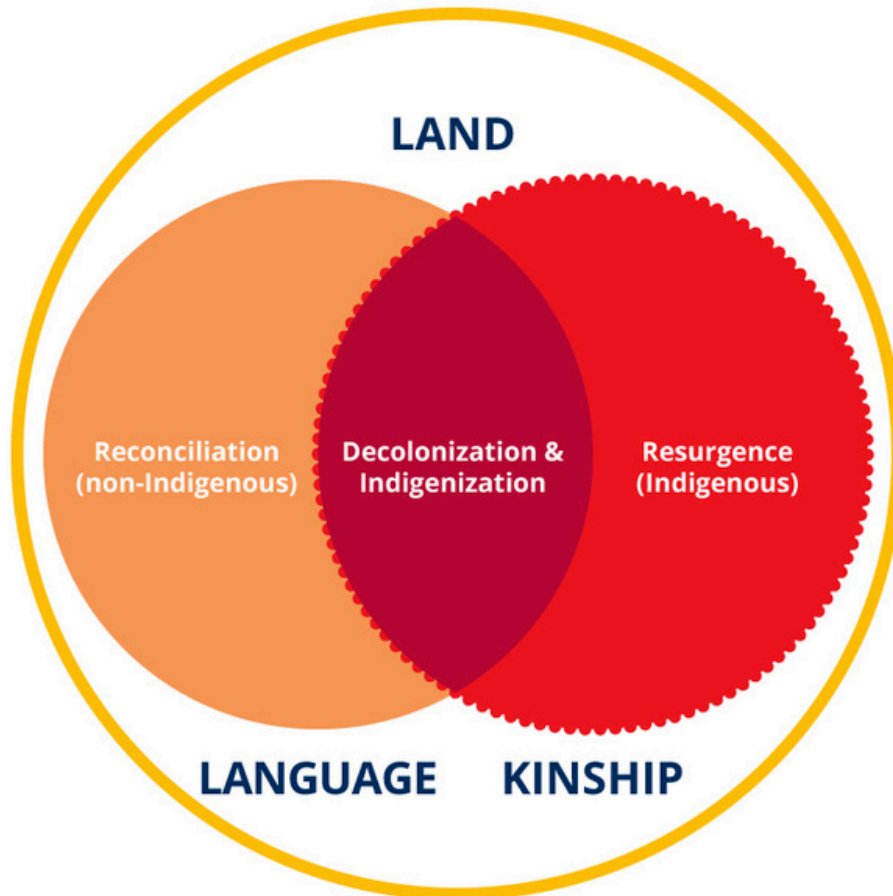
National Truth and Reconciliation Commission Final report and Queen's

The National Truth and Reconciliation Commission final report was released in 2015, it includes 94 calls to action that span across topics including child welfare, education, justice, language and culture, and many more important areas. As a result of the calls to action for education, Queen's established their own Truth and Reconciliation Task Force (TRCTF) in 2017, aiming to enhance the academic experience for Indigenous students, as well as improve campus life for Indigenous students, staff, and faculty.

Through the task force recommendations, the Office of Indigenous Initiatives (OII) was created. The OII builds community, advances reconciliation, and integrates Indigenous ways of knowing and being into the fabric and life of the university.

The Office of Indigenous Initiatives

Representing. Reflecting. Welcoming. Creating. Learning.



"Reconciliation is not something that government can legislate into reality and it's not something Indigenous people can force on the rest of Canada. Every person in Canada—every citizen, every immigrant, every refugee, and every visitor—is responsible for Reconciliation."

– Senator Murray Sinclair, Former Commissioner of the Truth and Reconciliation Commission for Canada (*Indigenous Innovation*, 2019) and Queen's Chancellor Emeritus and Special Advisor to the Principal on Reconciliation

The Office of Indigenous Initiatives continued

Themes that guide the work of truth and reconciliation at Queen's also guide the Office of Indigenous Initiatives as it seeks to:

- Build reciprocal and respectful relationships with local Indigenous communities.
- Promote curricular enhancement and research excellence in the areas of Indigenous histories and contemporary issues, guiding and supporting faculties looking to incorporate Indigenous histories and perspectives into curriculum.
- Support researchers engaging with Indigenous peoples and communities through collaborations with School of Graduate Studies (SGS), Office of the VP Research (VPR), University Research Services (URS) and other portfolios and units that shape the campus research infrastructure.
- Work with Four Directions Indigenous Student Centre to streamline the coordination of Indigenous services and programs for students.
- Work with other faculty/academic stakeholders, such as colleagues in the Indigenous Futures in Engineering, Indigenous Teacher Education Program (ITEP), Health Sciences, Arts & Science, Law, and Business.
- Build an understanding, across the Queen's community, of the histories and perspectives of First Nations, Métis, and Inuit communities, with a particular focus on the Anishinaabe and the Haudenosaunee, on whose traditional lands Queen's University sits.





The Opportunity

Reporting to the Vice Principal (Culture, Equity and Inclusion), (VPCEI) and as a key member of the VPCEI team, the Associate Vice-Principal (AVP) (Indigenous Initiatives) plays a lead role in advancing Indigenous Initiatives and reconciliation efforts at Queen's.

Key Responsibilities

- Establish and foster positive relationships with Indigenous peoples, communities, organizations and individuals.
- Act as the central liaison between Indigenous communities and Queen's.
- Build a network of Indigenous community members and identify areas of mutual interest to foster collaborations which enhance Indigenous education opportunities, facilitate mutually beneficial research collaborations with Indigenous communities, and strengthen Queen's commitment to meaningfully contributing to reconciliation/conciliation.
- Lead the development of strategic planning to guide institutional areas of focus and university wide objectives aimed at advancing Indigenous Initiatives.
- Provide guidance to senior administration, governance bodies, and units on achieving reconciliation within the institutions strategic mandate.

The Opportunity continued

Key Responsibilities continued

- Engage with high-level external partners, including peer institutions as well as provincial and national bodies to enhance the profile of Indigenous programming at Queen's, attract funding for the university's Indigenous initiatives, and advance reconciliation/conciliation.
- Serve on a variety of internal and external committees, working groups, and advisory councils, including Queen's University Indigenous Council to provide advice on how best to develop, execute, and raise the profile of Indigenous-focused initiatives in a broad range of areas.
- Develop and implement initiatives that promote an understanding of Indigenous histories, perspectives, and contemporary issues within the university community.
- Establish positive relationships and partnerships with senior administrators, staff, faculty, and student leaders to help advance and engage the university community in Indigenous initiatives.
- Help to identify, cultivate, and solicit major gifts and funding opportunities from high-level donors, corporate sponsors, and government agencies in partnership with the University's Advancement and Government Relations teams.
- Lead the Office of Indigenous Initiatives, and establish appropriate structure, budget, and resourcing plans to successfully achieve the unit's responsibility.



The Candidate

The AVP, Indigenous Initiatives is an open-minded and passionate leader, who moves their work forward through relationship-building. They skillfully balance Indigenous and Western worldviews, advocating for Indigenous perspectives within the Institution while fostering a collaborative and culturally grounded environment. The successful candidate will lead the Office of Indigenous Initiatives team with authenticity, humility, and a commitment to learning.

Qualifications

- A university degree from a recognized institution is required; a graduate degree is preferred.
 - Work experience in place of education will be considered.
- Direct experience in a post-secondary institution or similarly complex environment, with a proven track record of strategic and operational planning, policy, and procedure development, and innovative and collaborative leadership.
- Extensive experience working with Indigenous peoples, communities, and organizations.
- Lived experience and connection to Indigenous nations, communities, cultures, histories and contemporary issues.
- Proven ability to establish and maintain relationships with Indigenous communities.
- A demonstrated ability to develop and present a compelling vision and to work collaboratively and communicate effectively with executive and senior management teams, faculty, staff, students, Elders, Indigenous communities, Boards, committees, governments, and the broader community.
- Demonstrated experience in developing and executing a strategic plan, particularly in advancing Indigenous initiatives.
- Strong knowledge of current and emerging priorities in Indigenous education and program delivery, research, community partnerships, and student services and supports.
- Experience working meaningfully to address UNDRIP and the TRC Calls to Action within a professional setting.
- Excellent interpersonal communication and presentation skills (verbal and written).
- Demonstrated ability to exercise discretion, sensitivity, and diplomacy when working with complex issues and diverse stakeholders.
- Exceptional skills in time management, organization, and prioritization.
- Exceptional dispute resolution, negotiations, and conflict management skills.
- Demonstrated financial and human resources management skills.



The Location Kingston, Ontario

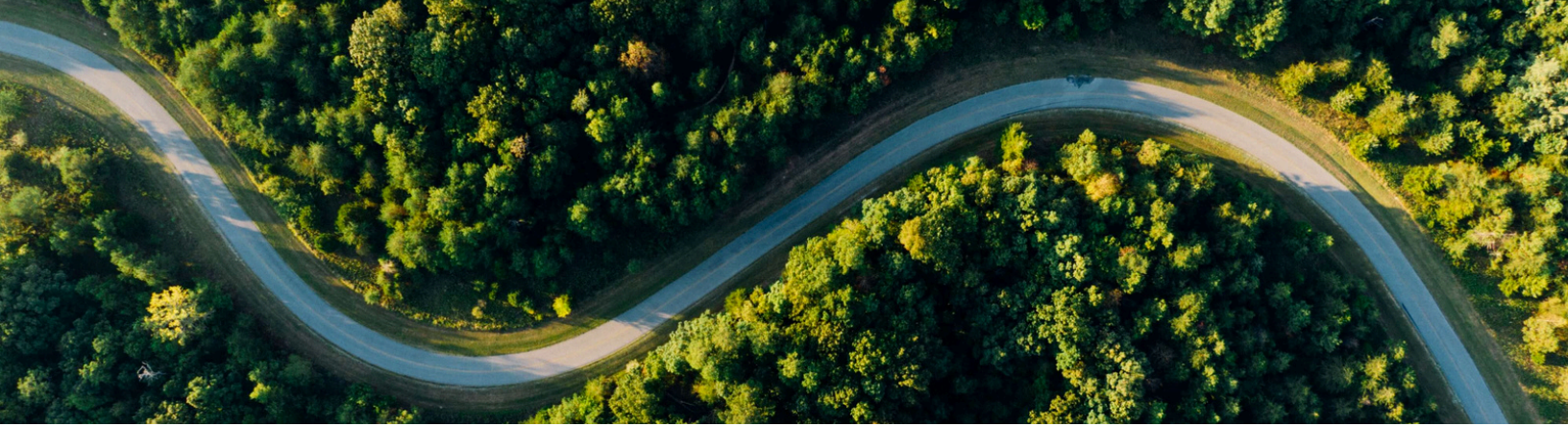
Kingston is located on the traditional lands of the Anishinaabe, Haudenosaunee Confederacy, and Huron-Wendat First Nations. In Anishinaabemowin, this space is called “Gaadanokwii,” which is interpreted to mean “a great meeting place.” In Huron-Wendat it is known as “Ken’tarókwen” and in Mohawk it is known as “Ka’tarohkwi;” both are interpreted to mean “a place where there is clay.”

Kingston is a vibrant city with a rich history and a population of over 130,000 people. Incorporated as city in 1846, Kingston is 175 km southwest of Ottawa, 290km west of Montreal, and 260km east of Toronto. Known as the “Limestone City”, Kingston seamlessly blends its historical charm with innovation.

Nestled where the St. Lawrence River, Rideau Canal and Lake Ontario meet, the city’s lakeshore location offers some of the best freshwater sailing in the world. Kingston is home to the Rideau Canal UNESCO World Heritage Site and is adjacent to the UNESCO Frontenac Arch Biosphere. The city’s pedestrian-friendly downtown core is characterized by charming limestone streetscapes and offers a vibrant mix of notable attractions and activities such as the 19th-century architecture of Kingston City Hall, Springer Market Square and an array of shopping and dining.

The city hosts a variety of festivals and events year-round, including the Kingston Canadian Film Festival, Reelout Queer Film Festival, the Limestone City Blues Festival and more. Home of the Kingston Native Centre and Language Nest, the centre plays a vital role in preserving and promoting Indigenous culture, language, and community through various programs and events.

Kingston's close proximity to Frontenac, Bon Echo, and Petroglyphs Provincial Parks makes it an ideal base for exploring the region's natural beauty.



To Apply

Like many places of higher learning across Canada, Queen's University is reviewing and re-evaluating its policies, procedures, and practices related to Indigenous identity, including its hiring practices, and engagement with Indigenous peoples. If they wish to identify as Indigenous, applicants can self-declare on their cover letter/resume as Indigenous (First Nation, Métis, and/or Inuit). As candidates progress through different stages of the process, they may be asked to provide supporting documents and/or references to verify Indigenous identity.

Queen's University will offer a competitive compensation package including an attractive base salary in the range of \$180,000-\$220,000.

For more details or to further explore this important leadership opportunity, please contact:

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To apply, please submit a Cover Letter and Resume directly to Pathways Executive Search outlining your interest, qualifications, and experience.

Pathways Executive Search is a national recruitment firm offering Indigenous-focused professional services. With a mission to make recruitment and career journeys less challenging and more equitable, Pathways is guided by Indigenous values and principles of Indigenous inclusion, which underscore the capacity to build an inclusive process for all racialized and equity-deserving professionals.