



Vice-President Research (inaugural)

Executive Brief

For more information, please contact The Geldart Group.

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THOMPSON RIVERS UNIVERSITY

Thompson Rivers University campuses are on the ancestral lands of the Tk'emlúps te Secwépemc (Kamloops campus) and the T'exelc (Williams Lake campus) within Secwépemc'ulucw, the traditional and unceded territory of the Secwépemc. The region TRU serves also extends into the territories of the St'át'imc, Nlaka'pamux, Tšilhqot'in, Nuxalk, Dakelh and Sy'lix.

THOMPSON RIVERS UNIVERSITY

A university like no other

A leader in sustainability among universities around the world, an institution with a strong and growing research profile, an open university with a vast range of programs on campus and online, and an institution that puts students first. This is [Thompson Rivers University](#).

TRU believes in empowering students to find their paths and achieve their goals in an inclusive and supportive environment where flexible education is possible, research is encouraged and academic success is personal.

This is as [diverse as post-secondary education](#) gets. TRU offers everything from high-school upgrading to trades programs to a full range of undergraduate and graduate degrees. Experiential learning opportunities abound, from co-operative education to study abroad to service learning to undergraduate and graduate research.

TRU is situated on Secwepemc'ulucw, the traditional and unceded territory of the Secwépemc people. The main campus is located in [Kamloops](#), BC, in the heart of the Central Interior in Tk'emlúps te Secwépemc territory, with a second campus further northwest in [Williams Lake](#), BC in T'exelc territory. There are also regional centres that serve smaller populations in other parts of the BC Interior.

Doing the math

Marking its 50th anniversary in 2020, TRU welcomed 28,945 students for the 2020/21 academic year—including 17,200 online—in an average lecture class size of 31 students. The university offers 140 on-campus programs and 60 online or by distance. Approximately 11 percent of students are Indigenous and over 30 percent are international students coming from 115 countries.

TRU has three schools—Business and Economics, Nursing, and Trades and Technology—and six faculties: Adventure, Culinary Arts and Tourism; Arts; Education and Social Work; Law; Science; and Student Development. Students are served by 2,568 employees, including more than 427 full-time tenured and tenure-track faculty members.

The university has grown steadily over the years, most recently with the opening of an Industrial Training and Technology Centre in 2018, and a new Nursing and Population Health building with state-of-the-art simulation learning facilities.





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Thompson Rivers University was granted [accreditation](#) with the Northwest Commission on Colleges and Universities in 2018—the third institution to achieve this in BC and the first to do so in fewer than five years.

[Sustainability](#) is a key priority and TRU has been internationally recognized as a leader in this field. In 2018, the Association for the Advancement of Sustainability in Higher Education awarded TRU the highest recognition it offers—platinum status—in its Sustainability Tracking Assessment and Rating System (STARS). TRU was the first university in Canada with a STARS platinum standing.

Exploring the future

One of BC’s six designated [research universities](#), TRU combines teaching, scholarly activities and research, creative practice and innovation to deliver research-informed learning to students regionally, nationally and internationally. TRU researchers are actively engaged in the creation of new knowledge that is of benefit and significance within a range of contexts, from the local to the global.

One of the university’s distinctive offerings is its [undergraduate research](#) opportunities. TRU provides students the chance to challenge themselves early in educational careers through the Undergraduate Research Experience Award Program (UREAP). Every year, the program funds more than 30 students to conduct independent research. Research assistant, ambassador and mentor programs provide additional funding as well as hands-on learning for students while they get inspiration and direct support working with faculty researchers.

Like the UREAP program, TRU also offers the national award-winning [Knowledge Makers](#) program. This program teaches Indigenous university students how to become Indigenous researchers. Now in its sixth year, Knowledge Makers has expanded to include Indigenous students from universities in Canada, the United States, Australia and New Zealand.

At the [graduate level](#), TRU continues to expand its programming, research infrastructure, federal and provincial [research chairs](#) and knowledge mobilization resources. Five Tier-2 Canada Research Chairs are on campus, representing a \$2.5-million federal investment. These areas of expertise include Fire Ecology, Indigenizing Higher Education, Rural Livelihoods and Sustainable Communities, Applied Mathematics and Optimization and Culture and Communities, Children and the Law. The university is home to a Canadian Institute of Health Research (CIHR) Indigenous Research Chair in Nursing and a federally funded Industrial Research Chair in Ecosystem Reclamation. Additionally, there are three provincially funded Research Chairs: one in Predictive Services, Emergency Management and Fire Science, one in Regional Innovation in Cattle Industry Sustainability and another in Indigenous Health. TRU is proud that 40% of these research chairs are Indigenous.

Seven graduate programs are currently offered and more are in development: Master of Business Administration, Master of Environmental Economics and Management, Master of Education, Master of Science in Environmental Science, Master of Science in Environmental Economics and Management, Master of Science in Data Science, and Master of Nursing. TRU’s Ombaashi network is the national co-ordinating centre for the CIHR National Indigenous research mentoring network. This provides opportunities for Indigenous students to access international Indigenous mentors through online workshops, one-on-one relationships and speakers at the National Gathering.



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Open to the world

For more than four decades, Open Learning has made education possible for students of all ages, right in their homes. It was founded on the pillars of accessibility, flexibility, choice and credibility, and that foundation has created new options for thousands of people all around the world.

As the largest provider of online courses and programs in British Columbia, TRU Open Learning gives learners the support and flexibility they need to achieve their goals. TRU is actively involved with Open Education Resource universitas (OERu), an educational platform supported by an international network of partner institutions ensuring access to world-class courses to all. In 2020, TRU became the first university in North America to offer international credential transfer based on open education resources and is among the first to recognize micro-credit transfer toward university-level qualifications.

Just as TRU reaches out to the world, so too does it invite the world in. TRU is a Canadian leader in [international and intercultural education](#). TRU World, the university's international division, offers award-winning student services that support the success of thousands of students who come here to study from more than 100 countries around the globe. A diverse student population is recognized as enriching the university culturally and academically.

Globally, TRU World seeks out innovative partnerships with other post-secondary institutions. TRU students have opportunities to study abroad at hundreds of exchange sites worldwide. In many programs students can expand on their major while abroad or complete credits in joint programs, such as the Bachelor of Business Administration (China) or the Bachelor of Tourism Management (Netherlands).

Global perspectives are incorporated throughout the curricula, and the diversity of students and faculty members—including Indigenous professors, Elders and mentors—further enhances the development of intercultural understanding and inclusivity.

TRU honours its connection with local Indigenous communities through its commitment to welcome and support [Indigenous](#) students at every step of their educational journey. 11 percent of the Kamloops campus student population and over 30 percent of Williams Lake campus students are Indigenous. The student services team at Indigenous Student Services in [Cplul'kw'ten](#) (The Gathering Place) provides programs and services to ease the transition to university life and supports Indigenous students as they learn and connect with each other. The Carrier, Chilcotin and Secwépemc Nations traditionally used the pit house as their winter home. The Gathering Place in Williams Lake is modeled after such pit houses and is a space where students can meet with Elders, study or gather for ceremonial or social activities. The All My Relations Research Centre's mission is to advance Indigenous community wellness by bringing together regional, national and international Indigenous researchers to work in partnership with Indigenous communities to identify, research, advance and build capacity and capability in Indigenous community wellness. TRU also offers teaching and learning resources for faculty to bring Indigenous cultures, histories and knowledges into the classroom.





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Connecting to the community

From partnerships with the Secwépemc and other Indigenous peoples, to collaborations with local organizations like the United Way, to community-engaged research, TRU is grounded by the cities and regions it serves. TRU researchers are engaged in exploring issues of importance to the community through their involvement in the Xchange Lab, a regional collaboration centre and change lab established through a partnership between TRU and the United Way. The [Community Legal Clinic](#) is the first student-staffed free legal clinic in the BC Interior. Students work under the guidance of supervising lawyers to provide legal assistance and advice in a range of areas to those who would otherwise be unable to afford legal assistance. Another example of the interconnectedness between TRU and the community is the [TRU Generator](#) which provides aspiring entrepreneurs mentorship, education and support, as well as helping identify possible grant opportunities. Employees give back to the places where they live through the annual [TRUly United](#) campaign.

Students learn global citizenship while experiencing co-op placements, practicums, service learning, research projects and homestays, all in the community. To bring the city to campus, TRU is developing a university neighbourhood known as [The Reach](#) with mixed use developments including commercial, residential and retail advantages for students, faculty, staff and residents to enjoy.

TRU embodies a diverse, open, flexible learning environment where research, creation and innovation thrive. The university continues to strengthen its commitment to local and regional communities and to meeting the changing educational needs of Canada and the global community.

For further information about Thompson Rivers University, please visit www.tru.ca.



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THOMPSON RIVERS UNIVERSITY

FACTS AT A GLANCE

Established

- Founded as Cariboo College in 1970
- Became University College of the Cariboo (UCC) in 1989
- UCC and British Columbia Open University amalgamated and TRU gained full university status in 2005

Budget 2021-22

- \$239 million

Faculty and Staff (as of August 2021)

- 427 tenured and tenure-track faculty members
- 2,568 total employees including faculty, staff and administration

Student Headcounts (2020-2021)

- 28,945 unduplicated total
- 13,017 on campus
- 17,402 Open Learning
- 1,924 dual enrolled

Academic and Service Units

- Faculty of Adventure, Culinary Arts and Tourism
- Faculty of Arts
- Faculty of Education and Social Work
- Faculty of Law
- Faculty of Science
- Faculty of Student Development
- Open Learning
- School of Business and Economics
- School of Nursing
- School of Trades and Technology
- TRU World
- University Library





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RESEARCH AT TRU – COLLABORATIVE. CREATIVE. INNOVATIVE.

Research at TRU is making a difference. Many of TRU’s most important research discoveries stem from community-engaged research questions that result in real-life solutions with immediate and far-reaching impact. They influence policy, enrich culture, build more vibrant cities and contribute to environmental health and wellbeing. TRU’s faculty is engaged in training the next generation of world-class researchers at both the graduate and undergraduate level.

TRU boasts a comprehensive set of assets, including trades training, Open Learning, TRU World and vocational laddering opportunities, and outstanding faculty in all traditional academic areas. Research is central to TRU’s mission, ensuring local and regional relevance, a commitment to community engagement, a continued leadership role in creating new knowledge of national and international impact – while, at the same time, positioning the successful alignment of research growth within TRU’s foundational goal of supporting student success.

TRU’s Vision Statement commits to supporting all members of the university in knowledge seeking, knowledge creation and creative inquiry, setting the ten-year goal “to be recognized as national leaders in community-engaged research and scholarship” Through intentional actions and by active engagement with faculty, students and community partners, TRU will earn recognition as the most committed and innovative university in Canada for research and scholarship based on community partnerships, for involving graduate students in community-engaged research and for undergraduate research training.

TRU’s Strategic Research Plan (2022 – 2027) identifies five research challenges centred on areas of growing research strength at TRU: 1. Understanding and responding to changing climate, its consequences for our environments (built, natural, social) and pursuing sustainable solutions; 2. Contributing to greater social cohesion and sense of belonging through a commitment to social justice, equity, diversity, inclusion and social responsibility; 3. Strengthening health, quality of life and cultural sustainability in our local and regional communities; 4. Advancing technological, social and economic development and innovation that improves people’s lives; and 5. Seeking truth, reconciliation and rights through Indigenous-led research and capacity building.

TRU is one of the province’s leading research universities and is a proud member of the [Research Universities Council of British Columbia](#).

To learn more about research at TRU, please visit: www.tru.ca/research



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KEY OPPORTUNITIES AND CHALLENGES

Through consultation with the TRU community the following key priorities, opportunities and challenges have been identified by the search committee for the inaugural Vice-President Research:

- Support and nurture diverse modes of scholarship, research and program delivery, including the further development of graduate programs, consistent with the University's strategic priorities
- Advance and support the Secwépemc Nation and Indigenization of TRU in research, scholarship and creative activity
- Connect with First Nations, Métis, Inuit and international Indigenous communities to foster meaningful partnerships for research by and with Indigenous people; specifically fostering respectful relationships with the Secwépemc Nation
- Promote an active and visible research culture that communicates research and scholarship as a central university priority
- Build upon, strengthen and develop strategic partnership opportunities locally, provincially, nationally and internationally
- Further relationships with grant funding agencies
- Provide leadership to the development of structures, administrative support, policies and procedures that fosters an environment that values and stimulates research, scholarship and creative activity
- Empower and inspire a strong and diverse team of leaders to advance the University's mission and strategic priorities
- Foster, encourage and honour the University's deep commitment to collegial governance, [academic freedom](#) and sustainability





THE POSITION

As a key member of TRU's senior executive team, and the internal and external advocate for research, the Vice-President Research provides overall strategic leadership in developing and promoting all aspects of research, scholarly, creative and artistic activity at TRU. The Vice-President Research advances innovation, fosters a culture of excellence in high-quality research, builds a community of inquiry across broad domains, creates a desire to innovate and advances bold thinking that drives success in research. In collaboration with other members of the executive team, the Vice-President Research is responsible for ensuring strategic and operational excellence and continuous improvement.

The Vice-President Research provides leadership to build and enhance high-quality and efficient research infrastructure, institutional processes and services including the ideation, team-building, development, management and reporting related to research grants and contracts; high-quality administrative support services for researchers; high standards of ethics and equity, diversity and inclusion in research; advancing Indigenization and decolonization of knowledge; cultivating chairs, centres and institutes; fostering interdisciplinary exchange and community knowledge engagement; championing student research training; and ensuring effective knowledge mobilization and translation. Currently, the Vice-President Research also oversees the office of graduate studies. The Vice-President Research provides vision and strategic directions for the offices and functions they oversee, ensuring alignment with the university's strategic plan, academic priorities and goals for research. The Vice-President Research creates and builds strategic partnerships locally, provincially, nationally and globally with educational institutions, governments, professional associations, industry, overseas associates and funding bodies and advises the president and executive on research perspectives, initiatives, policy and opportunities.

Working collaboratively with other members of the senior executive team, the Vice-President Research serves an integral role in the development and implementation of the strategic research priorities and initiatives of TRU. The Vice-President Research leads and supports the efforts to set research priorities, takes responsibility for ensuring effective communication with students, faculty, staff and other stakeholders; and sets an example reflecting TRU's values.

The Vice-President Research reports to the President and has responsibilities across the following areas:

As an internal advocate for research:

- Facilitates research, scholarship and creative activity of individuals and groups of faculty across TRU
- Works with deans, faculties, schools and faculty to identify, support, disseminate and celebrate the diverse breadth of research taking place across TRU
- Provides leadership that respects Secwépemc and Indigenous research initiatives and Indigenous ways of knowing at TRU
- Advances TRU's strategic focus in research by formulating and directing initiatives to achieve the community-engaged research objectives found in TRU's vision statement and Strategic Research Plan





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- Promotes diversity in research activities, perspectives and methodologies and encourages interdisciplinary and community-engaged research through the establishment and support of research centres and through other means
- Promotes student success through research-informed learning and student research training opportunities for undergraduate and graduate students
- Encourages collaboration between TRU researchers and external partners within the community, government, industry, business and not-for-profit sectors locally, regionally, nationally and internationally
- Fosters a diverse, positive and inclusive work and learning environment across the university

As an external advocate for research:

- Supports TRU's commitment to knowledge exchange with local and global communities by facilitating interdisciplinary initiatives and effective research collaboration outside the university
- Raises the profile and promotes broader understanding of the importance of research, scholarship and creative activity at TRU by engaging with government as well as other external audiences and communities locally, regionally, nationally and internationally
- Identifies and capitalizes on research funding opportunities from multiple sources for all areas of research, scholarly and creative activity at TRU
- In partnership and collaboration with the university's communications team, promotes the dissemination of TRU's research, scholarship and creative achievements through the media and other channels
- Acts as university spokesperson on research policy and as a key voice on research matters; represent the university on external boards and committees
- Cultivates and maintains sustainable, mutually beneficial relations with research partners, all levels of government, research funding agencies, private and public-sector organizations, local communities, volunteers, alumni and other constituencies of relevance and importance to the university
- Participates actively in liaison and partnership with local, regional, national and international institutions and groups, including specifically Tk'emlups te Sécwepemc and other Secwépemc and Indigenous communities, as well as TRU's international partners

Designing and leading a robust and effective structure for promoting, planning, administering and supporting research, scholarship and creative activity:

- Facilitates, manages and monitors research priorities and activities within TRU to achieve long-term sustainability and success
- Plans and implements effective research infrastructure and services and ensure research is administered in accordance with external and university standards
- Ensures that grants and research funding agreements, regulatory approvals, internal research funds and travel funds are administered consistent with the highest standards
- Encourages and assists researchers across the university through effective grant facilitation processes





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- Ensures the planning, financing, operation and monitoring of major research infrastructure and platforms are such that risks are anticipated and managed and project goals are met and sustainability achieved
- Facilitates knowledge mobilization through the planning and implementation of appropriate initiatives and mechanisms
- Ensures that Tri-Council regulatory requirements with respect to research involving humans and animals and other legal requirements are met
- Ensures that overhead and other research revenues are collected and allocated in accordance with policy
- Fosters a culture in which staff who administer and support research work together in a manner that is effective and responsive to the various needs of the research community at TRU

As a key member of the executive team:

- Supports the President and serves collaboratively as a pillar of the university's senior leadership to ensure that the efforts of all portfolios are directed toward achieving the key goals of the university's vision, mission, and strategic plan
- Works closely with the President to develop processes and systems that encourage high standards of research and collaboration
- Demonstrates leadership and commitment to inclusion, valuing diversity and addressing systemic and structural barriers for key populations
- Fosters, encourages and honours the university's deep commitment to collegial governance
- Develops clear and effective channels of communications with and between academic units and across the university as a whole
- Works with the Provost and Vice-President Academic to foster the integration of TRU's research plans, priorities and mission with its educational ones
- Collaborates with the Vice President Administration and Finance to ensure effective financial management that is strongly aligned with the academic mission and strategic plan
- Works with the President and other members of the senior executive team to advance external partnerships, fundraising, government relations, and donor engagement



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KEY RELATIONSHIPS

Reports to:

- President

Provides direction to:

- Director, Research & Graduate Studies
- Director, Research Partnerships & Enterprise Creation
- Director, Student Research & Public Engagement
- Provost's administrative team
- Faculty and staff

Interacts with:

- President, Vice-Presidents, Associate Vice-Presidents, Deans and other senior administrators
- Board of Governors
- Associate Deans and Chairs
- Research Chairs
- Faculty
- Students
- Staff
- Government (First Nations, local, regional, provincial, federal) and government agencies
- First Nation, Métis and Inuit Councils and Institutions
- Provincial, national and or international organizations
- TRU Students' Union
- Alumni and Donors
- Colleagues at other institutions
- The Kamloops and Williams Lake communities
- Office of Indigenous Education





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COMMITMENT TO VISION, MISSION, VALUES AND STRATEGIC CHANGE GOALS

As one of the most senior members of the TRU community, the Vice-President Research has responsibility to fully embrace and live our values while reflecting them back in daily interactions and decision making.

Vision

Community-minded with a global conscience, we boldly redefine the university as a place of belonging – Kw’seltktnéws (we are all related and interconnected with nature, each other and all things) – where people are empowered to transform themselves, their communities and the world.

Mission

TRU is a comprehensive, learner-centred, sustainable university that serves its regional, national and international learners and their communities through high quality and flexible education, training, research and scholarship

Values

Respectful relations define our behaviour. We respect each other (Xyemstwécw), the land, knowledge, the peoples of our region and beyond

- *Inclusion and Diversity.* Access is open: we welcome students, faculty, staff and communities from our region and around the world to learn from and with one another. We embrace diversity of thought and people. We commit to equity. We continually see the world and its inhabitants in new ways by re-examining our practices and their impacts.
- *Community-Mindedness.* We come together to help one another (Pelkwaílč-kt es knucwentwécw-kt). Mutual benefit guides us to connect meaningfully with people in the communities we serve, contributing to an interconnected world where we all share a common future and humanity.
- *Curiosity.* We seek out new ideas and embrace change, understanding they may involve risks. We break paths with creative, critical, yet thoughtful purpose. We push boundaries as a university and encourage students, faculty, staff, and the community to do the same.
- *Sustainability.* The natural world inspires us with wonder and reverence. We recognize how the health of our societies, cultures and ecosystems rests upon wellness of people, biodiversity, and wise stewardship of precious and finite resources. As a world leader in sustainability we know that the well-being of generations to come is shaped by what we do today.





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10-year strategic change goals

- *Eliminate achievement gaps.* We will support students of all backgrounds to access and succeed in higher education. All groups in our region — including Indigenous learners and rural learners — will achieve in higher education on par with others. We will recruit and retain students to create a balanced community of learners and leaders reflective of Canada and the world.
- *Honour truth, reconciliation and rights.* We will nurture a flourishing relationship with the Secwépemc people on whose lands we reside. Members of our community will give exceptional consideration to Secwépemc world view and belief system. We will support thriving Secwépemc culture through respectful actions in research, teaching and service. Our campuses will honour our First House: Tk'emlúps te Secwépemc, respect our Second House: Tixelc, acknowledge the many Nations who live and work on and near these lands, and support provincial, national and global movements for the fulfillment and recognition of Indigenous rights.
- *Lead in community research and scholarship.* We will support all faculty members in knowledge-seeking, knowledge creation, and creative inquiry. We will earn recognition as the most committed and innovative university in Canada for research and scholarship based on community partnerships; for involving graduate students in community-engaged research; and for undergraduate research training.
- *Design lifelong learning.* We will adapt and combine modes of learning, teaching, and practical experience to create a seamless and integrated set of educational encounters that meet the changing needs of learners from early childhood to elderly years. We will design the map on which individual learners can chart their personal journeys to develop relevant knowledge when they need it, in the forms they can best access, while starting, stopping and returning as often as they need.

We acknowledge and give honour to the Secwépemc, the ancestral peoples who have lived here for thousands of years. We honour our First House, on whose unceded land our Kamloops campus is located: Tk'emlúps te Secwépemc, and respect our Second House: Tixelc, on whose unceded land our Williams Lake campus is located. In addition, we recognize and respect neighbouring Indigenous nations whom we serve — the St'át'imc, Nlaka'pamux, Nuxalk, Tsilhqot'in and Dakelh. Our understanding of TRU's obligations to our hosts is informed by the guidance of interior BC Indigenous leaders to [Sir Wilfrid Laurier in 1910](#).

To learn more about Envision TRU, please visit: www.tru.ca/envision.



CANDIDATE REQUIREMENTS

The search committee is seeking an innovative, strategic and visionary leader who brings experience and credibility as an outstanding scholar. The Vice-President Research will possess exceptional leadership and communication skills in order to build strong, effective relationships, within and beyond TRU, in order to meet the bold vision of redefining the university as a place of belonging – where all people are empowered to transform themselves, their communities and the world. The Vice-President Research will be inclusive with highly developed interpersonal skills, have respect for and be a champion of equity and diversity. The successful candidate will have proven abilities to build relationships and communities.

The search committee acknowledges that no single individual is likely to meet all of the following criteria in equal measure; nevertheless, the successful candidate will demonstrate:

Scholarship

- An earned doctoral degree
- A reputation as a respected scholar and faculty member with a demonstrated commitment to academic excellence, the value of academic integrity and freedom and to the pursuit of knowledge
- A respect and appreciation for scholarship in all its forms, a track record of encouraging interdisciplinary collaboration and an appreciation for a broad range of academic disciplines and programs
- A deep appreciation for the importance of research, scholarship and creative activity with a clear record of actively supporting and celebrating these initiatives

Leadership

- Dynamic and effective leadership in a complex university administrative environment
- A sophisticated understanding of the importance and uniqueness of TRU, and the roles and responsibilities of a university in society
- A genuine and proven record of action of reconciliation, decolonization and partnerships with Indigenous Nations (locally, throughout Turtle Island, and internationally), Indigenous students, faculty, staff and organizations
- A proven ability to lead pan-institutional change, to articulate academic vision and strategy and inspire teams and communities to pursue and achieve its goals
- A collaborative, consultative and transparent leadership style that fosters inclusiveness and collegiality within the academy
- An enduring commitment to collegial governance, sensitivity to a broad range of interests, positions and approaches to scholarship throughout the university, and a willingness to embrace, listen to and respect the diversity of views within the TRU community
- Exceptional interpersonal, communications and relationship-building skills, enabling the individual to bring TRU's diverse communities together and to be a primary ambassador for, and champion of, the university





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- Experience promoting teamwork, collaboration and partnership in a manner inclusive of all members of the university community
- A demonstrated record of leadership and accomplishment with respect to equity, inclusiveness and diversity in the workplace
- An understanding of and respect for the diversity of research, learning and programing opportunities offered at TRU

Administration and Management

- A proven record as a senior administrator within a complex, post-secondary environment
- Experience managing complexity while demonstrating a creative and entrepreneurial spirit and highly developed people-management skills
- An abiding commitment to research, scholarship and creative activity with the desire, ability and enthusiasm to continually enhance these initiatives
- A comprehensive understanding of the relationships among research, scholarship, creative activity and knowledge mobilization as well as the ability to advocate for the research needs of the entire university community; internally and externally
- A commitment to furthering the integral relationship between education and research at a university and to finding innovative means of enhancing the research environment for both undergraduate and graduate students
- The skills to actualize TRU's commitment to an environment that encourages, supports and enhances success in research, scholarship and creative activity
- The ability to delegate, trust and empower others to make decisions that help advance the university
- Experience recruiting and inspiring strong, diverse and effective academic, research and administrative leaders
- Being a highly involved and visible presence within the university community and a passion and energy to actively engage with students, faculty and staff

Personal Qualities

- An excellent listener and communicator who has a high level of social and emotional intelligence
- Experiential knowledge of advancing equity, diversity and inclusiveness
- An approachable and engaging personal manner and ability to easily connect with others
- A bold thinker and articulate communicator who is committed to building on existing strengths and developing new ones
- Demonstrates sound judgment, resourcefulness, an accessible manner, a sense of humour, energy and enthusiasm
- Demonstrates imagination, vision, diplomacy and the ability to build consensus across the University, while also demonstrating an ability to make difficult decisions in a manner respectful of the collegium
- Unassailable integrity and character, demonstrating honest and ethical leadership
- Inspirational, with the ability to motivate and excite passion in others





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KAMLOOPS, BRITISH COLUMBIA

Warm, friendly and just the right size, [Kamloops](#) is Canada's Tournament Capital, a provincial transportation hotspot and a mecca for anyone who loves playing in the outdoors.

Home to almost 100,000 people, the city is alive with sports, culture and [recreational opportunities](#). Local facilities are home to the [Kamloops Blazers](#) hockey team, minor baseball, soccer, football, rugby, swim meets and other competitions. The city supports a professional [theatre company](#), the [Kamloops Symphony Orchestra](#), art galleries and a variety of musical performers.

Residents take advantage of spectacular views while being active in the outdoors. TRU is less than an hour's drive from [Sun Peaks Resort](#) and [Harper Mountain](#), two ski hills that offer amazing downhill experiences as well as tubing and other fresh-air fun. Skaters can take advantage of ice rinks indoors and out, while tobogganers have their favourite hills throughout the area.

In the summer, [championship golf courses](#) dotted around the city boundary offer amazing views and a variety of options for golfers. Mountain bikers take advantage of some of the best trails in the country, while kayakers and anglers seek the quiet of hundreds of [area lakes](#), joining hikers and campers in search of spaces where they can slow life down. World-famous [Wells Gray Park](#) is only two hours to the north, while the renowned [Adams River salmon run](#) is a natural spectacle that draws tourists from around the globe and is only an hour's drive east.

The North and South Thompson rivers meet in the centre of this city, where foodies can enjoy farm-fresh fare, innovative restaurants, wineries and craft beer, and artisans sell their works at festivals, outdoor markets and fairs.

When the need for some time in the big city strikes, Vancouver is just a three-hour drive away. For those looking to travel east, Banff, Calgary, Edmonton and Jasper are less than a day's drive.

TRU's 250-acre hilltop setting boasts some of the best views in the city, and the park-like grounds include the beautiful [Horticulture Gardens](#) as well as outdoor research and recreation spaces. Although the campus is only 50 years old, the university's architecture, including [Old Main](#) and the [House of Learning](#), [has won awards](#). They are also landmarks of sustainability. Students and employees alike enjoy campus life in the centre of the city and minutes away from all the adventures the region has to offer.

Learn more about Kamloops at www.tourismkamloops.com or www.kamloops.ca.



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HOW TO APPLY

Thompson Rivers University is strongly committed to hiring based on merit with a focus on fostering diversity of thought within our community. We welcome those who would contribute to the further diversification of our staff, our faculty and its scholarship including, but not limited to, women, Indigenous, Black and People of Color, persons with disabilities and persons of any sexual orientation or gender identity. Please note that all qualified candidates are encouraged to apply, however applications from Canadians and permanent residents will be given priority.

To learn more about this exciting leadership opportunity, please connect with The Geldart Group at info@thegeldartgroup.com. To apply, please forward your CV, a letter of introduction, and the names and contact information for three referees in strictest confidence to the same email address.



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