

Executive Director, School of Environment and Sustainability

The Executive Director of the School of the Environment and Sustainability (SENS) will direct, guide, represent and work with a diverse and interdisciplinary group of faculty that engages in collaborative and community-engaged scholarship to solve pressing issues that concern our planet. SENS is tackling complex sustainability challenges related to global water security, regenerating and sustaining healthy ecosystems, conserving biocultural diversity, and advancing good environmental governance—all aligned with U of S signature research areas and several of the [UN's Sustainable Development Goals 2030](#). Our faculty and staff work beyond disciplinary and institutional silos and are committed to partnerships with diverse academic units, Indigenous and other communities, governments, and industries.

Reporting to the provost and vice-president academic, the Executive Director has multiple roles including, but not limited to: contributing to and acting in service of university priorities, including Indigenous engagement; shaping university-wide strategy and direction as part of the senior leadership team; providing academic and executive leadership to all areas of the school; connecting the school and the university to the external community; and, acting as the interface between senior leaders, faculty and staff. The Executive Director functions in a highly demanding environment that includes managing multiple priorities with limited resources, and that requires constant scanning for challenges and opportunities. Prioritization of time and resources, and leadership of teams to achieve important outcomes, including quality of academic programs, high research intensity, and revenue diversification are central to the role. The work is of high volume and is complex. Executive Directors are expected to engage in continuous improvement, delegate tasks and decisions, and prioritize the activities that are mission-critical for the university and the school.

The Executive Director of the School of Environment and Sustainability serves in multiple, sometimes competing, roles. The Executive Director is both the chief academic officer and executive officer of the school and is the primary ambassador for the presence and reputation of the school in the community. As a member of the senior leadership team of the University of Saskatchewan, the Executive Director plays a central role in setting strategy and overall direction; advises the president, the provost, and other vice-presidents; works collaboratively with and supports other leaders to achieve university goals; uses influence to align the school with university priorities; and, models institutional values and competencies.

Major responsibilities include: leading the school planning processes (strategic, research, people, fundraising); developing principles and initiatives for Indigenous engagement; managing and providing oversight for the school budget to align with plans; identifying and promoting high standards in education and scholarship which include research, teaching, outreach and community engagement; monitoring and improving performance to ensure outcomes; promoting positive relationships internally and externally; identifying and pursuing opportunities to garner financial and other forms of support to enhance the long-term growth and success of education and scholarship through growth and diversification of revenue sources for the school and the university; and contributing to and supporting the university's plans and strategies to ensure short- and long-term success.



To carry out these responsibilities, the Executive Director works with a leadership team that complements his/her strengths to ensure effective outcomes for SENS and the university.

The Executive Director must be able to manage in a unionized environment with multiple collective bargaining agreements.

The University of Saskatchewan is committed to diversity with a strategic focus on Indigenous engagement. The Executive Director will engage with Indigenous communities, appreciate the significance of Indigenous traditions and knowledge, and support the learning, teaching, scholarly activity and research of Indigenous and non-Indigenous students, staff and faculty as they work on strategies for reconciliation.

Key Accountabilities:

Leadership

- Demonstrates success as a leader who has the ability to inspire and mobilize others to achieve exemplary performance and outcomes in research and education
- Experience as a dean, associate dean, chair of a department, director or other relevant leadership position; demonstrated breadth of experience through interdisciplinary collaborations
- Facilitates building, articulating and pursuing a vision for a unit through to successful implementation
- Demonstrates deep understanding of, and commitment to, diversity and inclusivity
- Appreciates the significance of engaging with Indigenous communities, the significance of Indigenous traditions and knowledge, and supports the teaching, learning and research of Indigenous and non-Indigenous students, staff and faculty
- Has a strong record of the promotion of teamwork, collaboration and partnership in a manner that is inclusive of all members of the university community
- Welcomes innovation and creativity by being open to new opportunities and ideas about research, education and learning
- Establishes a supportive and respectful work environment
- Demonstrates an ability to establish constructive working relationships with students and student leaders; appreciates the role of a student-centric university
- Demonstrates ability to facilitate and manage change within a large and diverse organization, while also providing stability for students, staff and faculty

Administration

- Demonstrates understanding of administration within a complex collegial, multi-union environment



- Experience building and leading a highly-functional team, using an appropriate balance of decisiveness and collegiality and effectively delegating workloads
- Experience in budgetary and financial management, human resources and labour relations
- Experience mentoring new faculty for success through the tenure and promotion process
- Demonstrates commitment to a collaborative and collegial management style
- Understands the importance of the development of new and enhanced sources of funding for the faculty, as well as activities and programs within the school
- Demonstrates commitment to openness, transparency and accountability

Research and Scholarship

- Commitment to interdisciplinarity and multiple ways of knowing
- Demonstrates a commitment to advancing a strong research mandate within the school; has encouraged inter-professional collaboration
- Ability to promote and embrace diverse teaching and research approaches
- Experience in communicating and implementing strategies for recruiting exceptional students

External Relations and Community Engagement

- Demonstrates an ability to promote regional, national and international linkages to benefit students and faculty
- A commitment to engage in fund-raising activities for further expansion of the school's and university's resource base
- A commitment to be personally engaged in fundraising activities.
- Demonstrates an ability to promote the school to the broader community and to recruit top calibre faculty.

Education and Experience

The ideal candidate will bring outstanding leadership as well as a passion for advancing interdisciplinary research and graduate student education, significant administrative experience, strong academic qualifications, and a record of scholarly achievement in the field of environment and sustainability.

- PhD or equivalent professional degree