

## Vice-Provost, Strategy Realization

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*The University of Saskatchewan is on Treaty 6 Territory and the Homeland of the Métis. We pay our respect to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another.*

### Primary Purpose

Strategy realization is critical for the university to fulfil its vision, and to do so within our means. The Vice-Provost, Strategy Realization (VPSR) reports to the Provost and Vice-President, Academic to provide leadership in support of the Provost's responsibilities for strategy and strategy realization at USask. The VPSR plays a leadership role in the collaborative development and implementation of strategy, cross-institutional initiatives to deliver outcomes and return on investment. The role is anchored in the university vision, mission and values, and University Plan 2025. The VPSR supports the senior leaders in ensuring delivery on university strategy, and the long-term sustainability of the university. The VPSR is a member of the Senior Leadership Team. In support of institution-wide strategy, the role has a dotted line to the President and Vice-Chancellor. The VPSR is focused on strategy within the jurisdiction of the PVPA. The VPSR, along with all senior academic leaders, plays a leadership role in developing and implementing the vision, systems, and initiatives necessary to realize the university's vision:

*We will contribute to a sustainable future by being among the best in the world in areas of special and emerging strengths, through outstanding research, scholarly, and artistic work that addresses the needs and aspirations of our region and the world, and through exceptional teaching and engagement. We will be an outstanding institution of research, learning, knowledge-keeping, reconciliation, and inclusion with and by Indigenous peoples and communities.*

### Major Responsibilities:

- Envision and establish an institutional strategy realization group ('the group') that is a support service from the OPVPA for senior leaders. The group provides strategic consulting support to administrative and college/school leadership. By partnering with units to align strategic planning and action across the university, the group helps enable USask to identify and engage with major opportunities and to tackle challenges that affect our success to deliver on university strategy. The group will be guided by the values of co-design (with those engaged in change), and continuous improvement (to deliver on university strategy). The VPSR, in consultation with the PVPA, will ensure relevant service agreements are established and respectful relationships are developed.
- Collaborate with and report to the PVPA in the implementation of university-wide integrated strategic planning, ensuring established goals and objectives are achieved and stated strategic initiatives are brought through to completion through effective project management. Current examples are the Horizons Project and Administrative Services Renewal.
- Collaborate with the office of the Vice-President, Administration on the design and implementation of university-wide initiatives for strategy realization.

- Lead specific institutional projects deemed to be important to the USask vision and academic plan.
- Assist the PVPA, with the implementation of the approved dynamic academic plan (currently *University Plan 2025*), ensuring academic values lead decisions and budget realities inform these.
- Establish collaborations with universities globally for learning and growth around strategy realization with oversight from the PVPA. The VPSR fosters the exchange of important information institutionally that enhances our connection and reputation with other leading institutions.

As a change leader, the VPSR is highly collaborative and responsive to the needs of each unit on campus. They are results oriented and committed to collaborative success.

## **Education and Experience**

The Vice-Provost Strategy Realization is a senior academic with an established reputation as a leader in the university sector, relevant to advancing USask as a member of the U15 and a research intensive university. PhD or terminal degree required, along with evidence of a strong record in research, scholarly and artistic works, and teaching (undergraduate and graduate), preferably relevant to the role itself.

The individual must possess progressive experience in an academic environment with recent experience at a leadership level. The VPSR must have strong interpersonal skills and demonstrate a strong understanding of the principle of collegiality.

Demonstrated success in developing and implementing a vision and leading people to achieve exemplary performance and outcomes is essential, as is a high level of proficiency in all the personal effectiveness and relationship building competencies. The individual must possess a proven track record of successfully promoting a working environment that rewards new ideas and innovation, builds collaborations, encourages teamwork, and promotes diversity.

Strong communication skills, the ability to work effectively with diverse internal and external constituencies, and to collaborate across a wide range of academic disciplines and organizations are essential. The VPSR will act in the best interests of the portfolio of the Provost and Vice-President, Academic and serve the needs of the entire institution.

Experience in mentorship of team members, enabling them to be effective in senior leadership circles of the university.

Experience in taking action against discriminatory or racist behavior in academic spaces, institutional structures, policies and/or processes.

## **Applications**

For a role description, please contact Rebecca Mayer at [leadership.search@usask.ca](mailto:leadership.search@usask.ca).

Review of applications will begin on Friday, May 17. Interested candidates should provide an application package (including a letter of interest and a curriculum vitae), in confidence, to Airini, Provost and Vice-President academic, and Chair, Vice-Provost, Strategy Realization Search Committee, c/o Rebecca Mayer, Executive Assistant, [leadership.search@usask.ca](mailto:leadership.search@usask.ca). The Search Committee will consider applications until the position is filled.