

CANDIDATE BRIEFING DOCUMENT

President,
Confederation College

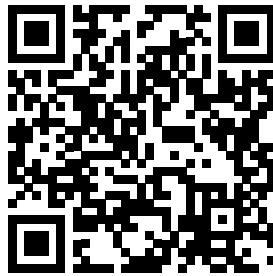




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About Confederation College



Click or scan to watch our video

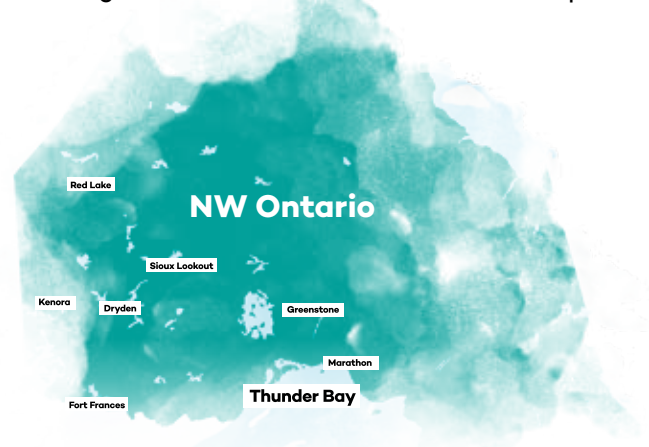
Confederation College has been serving the citizens of northwestern Ontario since 1967, meeting the educational needs of students in a catchment area of some 550,000 square kilometers. It is a culturally diverse community of individuals and delivers exceptional education and training to an average of 7100+ combined full-time and part-time students per year.

With highly trained faculty, smaller class sizes and a dynamic learning environment, Confederation College offers practical, hands-on programs and courses that provide students with the skills, knowledge and confidence needed to succeed.

The main campus is situated on 130 acres of park-like property located in the heart of the city of Thunder Bay, Ontario, on the traditional territory of the Ojibway people of Fort William First Nation, signatory to the Robinson Superior Treaty of 1850. The campus has beautifully treed grounds, a shallow, twisting river, and a network of walking paths.

Confederation College also boasts a state-of-the-art Aviation Centre of Excellence facility, located at the Thunder Bay Airport. This 59,000 square feet facility is comprised of two large hangers, classrooms, shops and labs for two aviation programs.

Along with the main campus in Thunder Bay, Confederation College has seven regional campuses located across northwestern Ontario in the communities of Dryden, Fort Frances, Geraldton, Kenora, Marathon, Red Lake, and Sioux Lookout. The region is home to 88 First Nation communities, representing Treaties 3, 9 as well as Robinson Superior.





2022/2023 QUICK FACTS

Total enrolment in
postsecondary programs =
4,866 (vs 3,813 in
2021/2022)

7,153 full- and part-time
students per year

International students = **37%** (post-COVID
closer to 40%) Indigenous students = **15%**

Graduate employment rate =
91.1% (#2 across all
Ontario Colleges)

Graduate satisfaction rate =
83.5 % (#3 across all
Ontario Colleges)

of campuses = **8** Catchment area =
550,000
square km and
includes **88** indigenous
communities

Over
830 full-time and part-time
employees

Approximately
\$150,000
to \$200,000 in
entrance awards to first-year students annually

Over
\$700 million
in direct economic benefit to northwestern
Ontario (Economic Impact Survey 20)

Endowment fund market value =
\$11.6 million

Annual Budget:
\$90-110 million

Mission, Vision & Values

Mission

Confederation College inspires students to succeed in their lives and careers.

Vision

Confederation College enriches lives through learning.

Negahneewin Vision

Confederation College commits to realizing the Negahneewin Vision through reconciliation and renewed relationships with Indigenous peoples as partners for change in education. This is achieved by building common ground between Indigenous and non-Indigenous peoples through a mutual understanding of history, a shared vocabulary and rich dialogue.

Values

Courage:

willing to take action or make decisions that may be difficult or challenging.

Equity:

facilitating fair and just outcomes for all individuals to achieve their full potential.

Relationships:

supporting teamwork and collaboration with the individuals and communities we serve.

Campuses

Thunder Bay – The main campus is situated on 130 acres of park-like property located in the heart of Thunder Bay. The campus buildings consist of:

- **Shuniah Building** - home to many of our programs, including health, community services, Negahneewin (Indigenous) business, culinary, media arts, as well as to Student Services, Student Union, College Administration and Health Centre.
- **McIntyre Building/ Technology, Education and Collaboration (TEC) Hub** – home to our Engineering/Technology programs and the Children and Family Centre.
- **Dorion Building** – home to Skilled Trades programs.
- **Aviation Centre of Excellence (ACE)** - located at the Thunder Bay Airport.
- **SUCCI Wellness Centre – Minowaadiziiwin** - the Confederation College Wellness Centre is a modern multi-use facility with fitness equipment and spaces to promote students' health and well-being and to provide a gathering place for students and the community. Minowaadiziiwin, which means "to lead a good life," symbolizes the value of the facility beyond contributions to physical well-being and a balanced lifestyle. Design and architecture of this facility reflects the Indigenous cultural values of northwestern Ontario.
- **Sibley Hall and Spruce and Cedar Houses** – student residences including traditional dorms and apartment-style living options.
- **The Thunder Bay Art Gallery** is also situated on campus and the building is owned by the college. It will be vacated in 2025 according to the Art Gallery for the opening of their new building.

The college's 7 other campuses are located in:

- Dryden
- Greenstone (Longlac)
- Lake of the Woods (Kenora)
- Northshore (Marathon)
- Rainy River (Fort Frances)
- Red Lake
- Sioux Lookout

Programs

Confederation offers a degree program in Nursing, graduate certificate programs, advanced diploma programs, diploma programs, certificate, and apprenticeship programs as well as continuing and distance education programs and courses. This programming falls under the following areas of specialization:

- Aviation
- Business
- Community Services
- Engineering and Technology
- Health
- Hospitality
- Indigenous
- Media Arts
- Natural Resources
- Preparatory Studies
- Protective Services
- Skilled Trades

Student Supports

Confederation College offers the following supports to students:

Student Success Centre/Negahneewin Student Services

Indigenous Student Supports:

Confederation College understands that transitioning to college can be difficult, especially if students are moving from a rural or remote community. The student success department provides resources to assist with this transition. The approachable Indigenous Student Navigators can assist with finding accommodations, work with funding sponsors and provide academic advising, and career support services.

Negahneewin Student Services also plan a wide variety of culturally-appropriate events and programs that create a welcoming and engaging environment for Indigenous students, through the APIWIN Centre. APIWIN (“A place to sit”), centrally located in the Shuniah Building, is a lounge and quiet, safe learning space where students can gather to rest, study, and complete coursework.

Support for all Students:

Student Success Advisors work in each of the academic schools to assist students by initiating outreach activities and providing on-going encouragement and support.

There are counselling and accommodation services for students to support their needs.

The college has a Health Centre on the Thunder Bay campus to help students with their wellbeing.

Student Union of Confederation College Inc. SUCCI

SUCCI is a student focused organization committed to advocacy, entertainment, well-being, employment, education, and student friendly services to enhance the overall college experience.

Oshki Anishnawbeg Student Association (OASA)

OASA is an Aboriginal-based student association that is committed to relationships with Aboriginal and non-Aboriginal students throughout Confederation College. OASA's primary goal is to advocate change, develop leadership and understand cultural issues within the community for the benefit of all students throughout the College campus. OASA is governed by student leaders who have a working agreement with the Student Union of Confederation College.

Strategic Plan 2020-2025

Kaa-anokaatekin

Work that is now carried forward

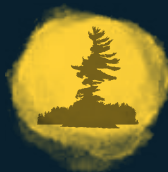


The College's current Strategic Plan, Kaa-anokaatekin - The Work that is Now Carried, provides the framework for Confederation College to be an institution that leads under the guidance of following 4 Pillars:

Access and
Success



Indigenous
Learning



Institutional
Excellence



Community
Prosperity



To read the strategic plan, please visit: www.confederationcollege.ca/strategic-plan

Negahneewin Council

The vision to create Indigenous educational and training programming at Confederation College must be directly attributed to the leadership and foresight of local Indigenous community members, who created Negahneewin Council. Negahneewin Council represents different educational partners that help guide all things Indigenous at the College. The Council established the Negahneewin Council Vision to help inform the College's strategic plan.

Board of Governors

The Board is responsible for strategic leadership and good governance. The Board enhances the College's public image and provides a link between the organization and the communities served. Governors play a vital role in shaping Confederation Colleges strategic direction. Gender balance, geographic representation and an ability to evolve relationships that will build and support Confederation College are also priorities of the Board. There are 17 board members, including the President; four members which are appointed through Lieutenant Governor in Council (LGIC) provincial appointments, three internal representatives elected by their peers: Administrative, Faculty, Support, a student representative and the remaining members represent geographic considerations and the skills required for good governance. A member of Negahneewin Council also sits on the Board of Governors, ensuring its implementation.

Position Description

The Opportunity

Reporting to the Board of Governors, the President is the Chief Executive Officer (CEO) of Confederation College and provides oversight for all administrative, academic, and financial operations in keeping with the College's mandate, board-approved policies, and other appropriate legislation and regulations. The President is responsible for the College's policies, procedures, strategic planning, and development activities. They act as the primary public face of the institution and represent the college in the local community and to governments, academic agencies, and other relevant organizations. They are responsible for the development and implementation of the College's next strategic plan. As leader of the Senior Management Team, they provide inspirational and action-oriented strategic vision, ensuring long-term sustainability, community engagement, and confidence in the Confederation College brand, while prioritizing exceptional experiences for students.

Key areas of oversight and responsibility are:

Vision and Strategic Leadership – Providing creative, solution-oriented strategic leadership and inspiring connection with the College's unique identity.

Communication and Representation – Acting as an internal and external face for the institution, while ensuring proactive, transparent, and audience-tailored communication with all key constituents.

Accountability and Stewardship – Modeling a healthy and positive culture, rewarding positive efforts and successes, and creating an environment that holds people accountable for their work and behaviours.

Organizational Management – Responsible for all College operations, ensuring that all reporting areas are aligned, human-centred, performing smoothly, and focused on students, Indigenization, Equity, Diversity and Inclusion, and accessibility.

The Ideal Candidate

The ideal candidate is a highly effective administrative leader who is relational and dynamic. You are capable of energizing and inspiring people, while building a foundation of trust with constituents. You have a strong sense of ethics and integrity, along with good judgment and the ability to get things done. You are invested in the success of local communities and all of the college campuses. You have demonstrated success in building strong organizational reputations, identifying strategic opportunities, and making sound decisions in a complex organization. You have built solid relationships within Northwestern Ontario and have a passion for the region's success.

Qualifications and experience

While the Search Committee recognizes that no one candidate is likely to meet all qualifications in equal measure, those listed below are desirable and will be used to compare candidates.

- Completed post-secondary education, with preference given to candidates with advanced credentials or equivalent experience.
- An experienced executive leader with experience in the college sector an asset.
- Demonstrated skill in strategic, long-term planning, including developing and executing the vision of a strategic plan.
- Seven to ten years of experience managing a large, complex, unionized organization, including strategic financial management.
- Experience with strategic management of markets and an understanding of brand positioning.
- Policy governance leadership and experience reporting to, or working closely with, a Board of Directors.
- Record of fiscal responsibility, accountability, and sound financial management, preferably in times of economic uncertainty and fiscal restraint.
- Experience applying equity, diversity, and inclusion lenses to decision-making.
- The ability to foster and maintain positive relationships and partnerships with local communities, businesses, government, and other institutions and organizations.
- Knowledge of the higher education landscape and contemporary challenges facing Ontario colleges.
- Experience acting as a media spokesperson is an asset.

The Ideal Candidate

You are someone with:

- A demonstrated passion for and interest in student success and lifelong learning.
- A deeply authentic leadership style, capable of building trusting relationships through empathy.
- The ability to recruit, inspire, develop and lead highly intelligent individuals, build and lead an effective and innovative senior executive team to achieve the strategic goals and future vision of the institution.
- A consultative approach with exceptional communication skills, and the ability to collectively inspire and motivate large groups of people, while having the ability to make decisive decisions.
- A servant leader who collaborates with and actively invests in their organization and community.
- Superior planning skills with a keen ability to establish strategic priorities and implementation plans.
- The ability to build and lead high-performing teams and engage with internal and external partners to achieve goals.
- Integrity, creativity, and sound judgment.
- Decisiveness with the ability to effectively lead decision making and bring clarity to complex issues.
- A high energy level and the capacity to balance multiple priorities while being responsive.
- Critical thinking skills to analyze key issues, financial and otherwise, and understand the impact of decisions and actions on an organization.
- A thorough understanding of relationship building and the ability to secure provincial government funding and, ideally, revenue from other sources such as individual and corporate donors, sponsorships and partnerships.
- A communications style that demonstrates openness and transparency while expressing ideas clearly and proficiently to others orally, in writing, and through speeches, presentations and media interviews.
- The willingness to commute to all campuses throughout the calendar year, attend various student, faculty, staff and community events, and cultivate a knowledge of the communities served.
- A record of fiscal responsibility, accountability and sound financial management, preferably in times of economic uncertainty and fiscal restraint, while demonstrating sound judgment.

The Ideal Candidate

Responsibilities

The President and CEO of the College shall agree to perform all functions and duties ordinarily associated with the office, including:

- Provide a leadership role in the development of northwestern Ontario by ensuring a strong regional presence and in the delivery of excellent programs and applied research.
- Promote the sharing of expertise and fostering strong working relationships, partnerships and alliances in order to meet the needs of a diverse population and support student success.
- Effect all policies, bylaws and procedures established by the Board.
- Be responsible to the Board for all phases of the operation, administration, supervision, maintenance and promotion of the College.
- Act in the best interests of the College in securing and promoting its education, community, administrative and financial objectives.
- Ensure the financial strength and long-term sustainability of the College by maximizing resources and by increasing the overall levels of support that the College receives from both the public and private sectors through proactive and responsive community and government relations, and by building capacity for greater College Advancement efforts.
- Advocate on behalf of, and advance the interests of, the College at the regional, provincial, national, and international levels.
- Address enrolment and demographic challenges, including an aging population and workforce, and a growing young Indigenous population.
- Develop and enhance relationships with Indigenous leaders, communities, and organizations with the aim of advancing reconciliation, ensuring the advancement of Indigenous initiatives, providing benefit to both parties.

Search Process

In keeping with our commitment in "Kaa-anokaatekin" our strategic plan, to foster Access and Success, Community Prosperity and Institutional Excellence, we encourage applications from persons of Indigenous ancestry. In accordance with Confederation College's core values of respect, caring and openness we are committed to providing our current and future employees with a workplace that is safe, healthy and fair. As such, we are fragrance free, fully accessible and encourage applications from all qualified applicants. Applicants requiring accommodation during the interview process should contact Human Resources Services at (807) 475-6148 to make appropriate arrangements.

All applications must be submitted through our PeopleAdmin software using the link below.

[PEOPLEADMIN LINK](#)

Documents Needed to Apply:

- Detailed Resume
- Cover Letter

The submission deadline for all applications is January 31, 2024. Individuals are asked to address their cover letters to the Chair of the Board of Governors, Daryl Skworchinski.

We thank all applicants for their submissions however, only those considered for the next steps in our recruitment process will be contacted.

Confidentiality

Confederation College respects the privacy and confidentiality of personal information provided by candidates in our search assignments. In accordance with the Personal Information Protection and Electronic Documents Act (PIPEDA), a copy of our Privacy Policy is available for your review on our website: [Privacy Policy](#)

By providing us with a copy of your resume and any subsequent personal information directly or from third parties on your behalf such as references, you understand that it has been furnished with your consent for the purpose of disclosure to the Board of Governors and the staff at Confederation College working to support this process.

Thank you for considering this important opportunity. This document is intended to provide the reader with information and is not a contractual document. Some of the material therefore may be subject to change. Please feel free to contact us should you have any questions.