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# Opportunity Profile

President & CEO  
Northlands College



## About Northlands College

Northlands College is Saskatchewan's most northern and largest college encompassing an area of approximately 275,000 square kilometers. Adult Basic Education, Technical & Trades and University programming is provided to the northern administrative district through campuses in Air Ronge, Buffalo Narrows, Creighton, and La Ronge.

Current student enrollment is approximately 1100 individuals with a staff component of approximately 105 employees. The annual Northlands College budget is approximately 18.6 million.

## Vision

We see a region where everyone is inspired and encouraged to dream, learn and succeed.

## Mission

We strive to make Northlands College a place that provides diverse education and training, and a safe welcoming place, free of barriers, and full of opportunities.

## Core Values

1. Excellence: We will strive to offer quality programming that is as good as or better than anywhere else in the country.
2. Innovation: We will aim to ensure that our students are exposed to the latest technology and we will utilize technology and non-traditional methodologies to improve the quality and diversity of instruction.
3. Sustainability: Everything we do will be with an eye towards the future, whether that be financial sustainability, environmental sustainability, or sustaining our workforce.
4. Respect: All that we do must have at its very basic premise that we respect each other and treat each other fairly and with dignity, whether as individuals, cultural groups, communities or institutions.

## The Opportunity

The President & CEO is accountable to the Board of Directors for the operation of the College. In so doing, the President & CEO provides executive leadership to college staff to ensure the college is successful in meeting the needs of northern Saskatchewan; is accountable for creating a work environment that is conducive to effective team/individual performance necessary to support the development and delivery of high-quality, sustainable educational programs and services; directs the development of the College's strategic plan for approval by the Board, including the identification of annual educational and operational goals required to achieve the strategic plan; develops and optimizes strategic linkages and partnerships with federal and provincial government departments, communities, education institutions, aboriginal authorities, industry, and all primary labour market sectors.

## Specific Accountabilities

- To provide overall leadership, strategic direction and management to the College in accordance with the Regional Colleges Act.
- To build a college infrastructure that enhances the efficiency of day-to-day operations and supports the achievement of college goals and objectives.
- To build and maintain a culture that links employee performance into the performance of the College.
- To foster and encourage an atmosphere of trust within the College where creativity, collaboration and a consultative approach are encouraged and rewarded and where change and vitality are valued and embraced.
- To empower employees to make decisions appropriate to their level and provide them with the tools, resources, and information needed to make informed decisions.
- To provide management and supervision of the Senior Management Team.
- To ensure ongoing consultation and liaison with private and public sectors and labour to determine the present and future employment and training needs of the area the College serves.
- To ensure fiscal stability and accountability by planning and monitoring budgets and physical resources to ensure that short-term resource requirements are in line with long-term College needs.

- To ensure that the College has a strong and positive identity in the general community including industry, labour, government and non-governmental organizations and media.
- To ensure the development and implementation of operational policies that guide day-to-day operations in accordance with the goals, objectives, and strategic directions of the College.
- To negotiate with third parties in a manner that produces outcomes that are in the best interest of the College.
- To provide support to and maintain strong working relationship with the Board. Report on the College's progress against established goals and keep the Board abreast of key developments.
- To provide authoritative advice and leadership to the Board to assist the Board with the development of the College's strategic plan.
- To establish clearly defined outcomes, levels of service and measures of success in monitoring progress toward achievement of College's strategic direction.
- To develop an annual business plan for Ministerial approval that clearly articulates the strategic and operational plans of the college.
- To maintain a positive, collaborative relationship with the Ministry.
- To develop strategic alliances and partnerships with other educational and training institutions, industry, health authorities, funding agencies, aboriginal authorities, municipal governments, and government departments as the basis for maximizing the College's contribution to the socio-economic development of northern Saskatchewan.

## The Person

### Educational Qualifications

The ideal candidate will possess a graduate degree in educational administration or the equivalent in education, training and experience.

### Experience

While formal education credentials are deemed important, it is recognized that a proven, successful record of achievement in a complex, multi-faceted public or private sector environment is essential. The ideal candidate will be able to demonstrate a combination of senior executive experience in a post-secondary institution with a broad-based background in organization leadership, management, communication and effective team building.

## Experience Continued

- A proven leader with an ability to synthesize and communicate a vision developed through consultative processes.
- An entrepreneurial style demonstrated by a strong results orientation in implementation of strategic plans.
- A career pattern demonstrating continuing personal and professional development.
- Proven experience in building positive working relationships with students, board and staff.
- A successful record of developed effective relationships with business, industry, local and provincial governments, community organizations and aboriginal authorities.
- A demonstrated record of success in fiscal management and in strategic planning.
- Experience in organization change management and in adjusting programs and services to meet unique needs.
- Demonstrated success in leading and coordinating multi-centre, geographically dispersed programs and services.
- Experience working cooperatively with, and delivering programs to wide ranging rural and northern populations.

## Skills and Attributes

- A proven, well-rounded leadership style and management background.
- An effective communicator both in writing and in oral presentations - an effective listener.
- A student service focus in governance, program and service.
- A progressive, positive, futuristic outlook.
- Comfort in an adaptive changing environment.
- A progressive developer of human resources. Able to foster a climate that builds on organization's talents and develops potential.
- A people person with exemplary interpersonal skills.

- A decisive person who effectively builds teams through participation and mutual respect.
- Politically astute with the ability to build respect and understanding of public post-secondary policy and plans.
- Values excellence in instruction and program systems.
- Able to build staff and student morale and enhance organization unity across a large region.
- Conceptual skills and analytical ability.

### Beliefs and Values

- An open, engaging, visible, honest and accessible style of interacting with people.
- A progressive lifelong learning attitude both personally and in support of others.
- Strong belief in the comprehensive college model and the strength of diversity.
- Aware of, and sensitive to, emerging economic, social, political and environmental trends.
- A belief in making progress through cooperative partnerships and joint ventures with other institutions, community based organizations, government departments, aboriginal authorities, business and industry.
- Innovative business-like approach to revenue generation.

### Compensation

The position offers a competitive salary and comprehensive benefits. Details will be discussed further in an interview.

*For further information, please contact*

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