



BOARD OF GOVERNORS

Candidate Profile

President & Vice Chancellor

Kwantlen Polytechnic University

The following criteria have been developed for the background, experience, skills, and personal qualities the Committee will consider in its reappointment review of the President & Vice Chancellor of Kwantlen Polytechnic University. While these are not the total list of qualities and criteria required to fulfill the responsibility of this role, they are seen to be the most important.

KEY CRITERIA

- 1 A Visionary Leader:** Highly effective at bringing people together to focus on the vision and strategy of an organization. Effective at championing an organization's mandate and garnering buy-in for and leading positive organizational and cultural change.
- 2 Strategic:** Strong strategic thinking skills with the ability to work with others to set priorities and establish strategies to move a complex organization forward in establishing and realizing its vision and commitments. Thinks in a global and broad future manner and is able to envision and articulate a range of scenarios and possibilities. Sees the big picture in which an organization functions. Innovative, open to new ideas and a progressive thinker with regards to education and learning.
- 3 Student Centered:** Brings a passion for students and student learning. Values the priority of student focused learning at Kwantlen and recognizes the importance of the relationship between teacher and student. A real affinity for the elements that contribute to a rewarding campus life. Will promote new forms of learning delivery and is attuned to generational shifts in the university population. An appreciation for the cultural diversity found at Kwantlen.
- 4 Change Management:** Ability to manage and make effective and impactful positive change within an organization. Is viewed as a capable and strategic change agent who is able to manage the effects of change within a complex organization.
- 5 Human Resources Leadership:** Ability to successfully recruit and retain outstanding employees. Is able to set a strategy and implement a plan for effective retention, renewal, replacement and succession of faculty and administrators. An understanding of working collaboratively with unionized faculty and staff will be a distinct asset.
- 6 Highly Personable:** Relates easily to a wide spectrum of people. Brings a highly stable and resilient approach to relationships and has a high degree of emotional intelligence. An open and approachable individual with strong interpersonal skills, who is able to engage people easily. Culturally sensitive and internationally aware.
- 7 Positive, Inspirational:** Inclusive, engaging, charismatic, situational and transformational leadership style. A strong team leader and team member with the demonstrated ability to work in a collegial environment.



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- 8 Consummate Relationship Skills:** Is approachable, diplomatic, open and transparent and thrives on meaningful interactions with others. Able to establish and maintain a highly effective working relationship with the Board Chair, board members, faculty, staff, students, alumni and other stakeholders. Brings proven ability to provide leadership and advise regarding matters regarding governance, change and challenges. Able to develop and maintain productive relationships with all levels of government and the community.
- 9 Highly Effective Communicator:** Able to communicate effectively in a wide range of arenas. Effective at communicating to internal and external audiences through the media. Transparent, clear, articulate and an excellent listener.
- 10 Strength of Character:** Exhibits self-reflection and self-awareness. High level of self-confidence. Able to effectively advance his/her views and perspectives. Able to hold true in difficult situations. Adaptable, comfortable dealing with ambiguity. Unquestionable integrity.
- 11 Financial Acumen:** Solid financial acumen. Able to understand and manage the dynamic financial drivers of a large, complex organization with multiple funding sources. Understands and effectively manages risk. Brings innovative thinking to opportunities and challenges.
- 12 Political Acuity:** Has the capacity to partner effectively with municipal, provincial and federal government officials to advance the University's interests. Brings the necessary diplomacy and persuasive abilities to be successful in a complex political environment.
- 13 Community Relations:** Proven ability to establish strong and productive ties with stakeholders within the community and foster relationships which will inform curriculum and new program development and provide opportunities for applied research and innovation and work-integrated learning.
- 14 Fundraising:** Has the capacity for and an interest in fundraising. Has the required skill to attract individuals, corporate partnerships/sponsorships and endowment funds by building stronger linkages with the broader community including industry, educational institutions and government.