



KWANTLEN
POLYTECHNIC
UNIVERSITY

Dean, Faculty of Trades and Technology

A red rectangular sign with white text and a small red logo at the bottom, mounted on a stone pillar. The text reads 'SURREY MAIN BUILDING'.

SURREY
MAIN
BUILDING





ABOUT KWANTLEN POLYTECHNIC UNIVERSITY

Kwantlen Polytechnic University is an innovative, transformative and ambitious post-secondary institution. As Canada's only polytechnic university, we take pride in combining academic excellence with practical, hands-on and experiential learning opportunities that prepare our graduates for successful and rewarding careers, while also providing them with the critical understanding necessary for good citizenship.

We ensure that our graduates are also prepared for a lifetime of learning and re-learning so they can adapt to the fast pace of change in the workplace and in society at large.

KPU has five campuses: three in Surrey, and one each in Richmond and Langley, nearly 1,500 employees, over 20,000 students and more than 57,000 alumni.

With programs delivered across seven Faculties – Arts, Business, Science and Horticulture, Health, Design, Trades and Technology, and Academic and Career Advancement – KPU has proudly served the South Fraser Region of the Lower Mainland since 1981.

KPU offers a diverse range of credentials – including certificates, citations, diplomas and bachelor's degrees – designed to successfully meet the evolving needs of regional and global employment markets.

We offer work-integrated and service learning, connections to business and industry, and a supportive learning environment. Our post-baccalaureate and graduate diplomas further enhance opportunities for

working professionals to augment their knowledge and skills.

KPU honours its name, which the Kwantlen First Nation has so graciously shared with the university. The Kwantlen people are acknowledged historically as “tireless runners.” The name has proven to be prophetic as KPU, the institution, runs tirelessly to expand its capacity to serve our communities locally and globally.

KPU's innovative style of education involves work-integrated and service learning, practical connection to industry, small class sizes and supportive learning environments.

The university's commitment to applied research and innovation with external partners enhances the quality of its teaching, and contributes to the economic development of the region.

As a university that allows for multiple interpretations of excellence, students define and design the path to success that's right for them. Their key to success is a KPU experience that transforms students into graduates who lead in their communities.

We work, study, and live in a region south of the Fraser River which overlaps with the unceded traditional and ancestral lands of the Kwantlen, Musqueam, Katzie, Semiahmoo, Tsawwassen, Qayqayt and Kwikwetlem peoples. We thank them for sharing their land and resources with us as we undertake our work as a polytechnic university.



ABOUT KWANTLEN POLYTECHNIC UNIVERSITY (continued)

Anticipating a future that will continue to change the way we work and live, KPU has developed a strategic plan that responds to these challenges. This plan – VISION 2023 – is a unique polytechnic strategy focused on making the world a better place through access to lifelong, meaningful education.

MISSION

By thinking and acting together, we transform lives and empower positive change.

VISION

As Canada's only Polytechnic University, KPU is a learning ecosystem rooted in a culture of sustainability, creativity and quality that inspires our people and our communities.

GOALS

KPU's 12 goals, embedded in VISION 2023, are organized into four interconnected themes:

Experience: We will

- Enhance the experience of our students
- Enrich the experience of our employees
- Delight our friends in their KPU experience

Sustainability: We will

- Embrace all cultures and promote a renewed, authentic approach to Indigenization
- Foster environmental sustainability through our offerings, research and operations
- Integrate planning to ensure KPU operations are aligned with our resources, thus sustaining quality and institutional health

Creativity: We will

- Increase the levels of activity, funding and intensity of research and scholarship
- Increase innovation in teaching, learning and curriculum
- Embolden creative problem solving across KPU's operations

Quality: We will

- Ensure continuous improvement of all KPU programs and services
- Hold each other responsible for our promises and our expectations
- Be accountable to our partners, governments and communities

For more information about VISION 2023, please visit

[KPU VISION 2023.](#)



OUR CAMPUSES

KPU has five campuses in the South Fraser region of Metro Vancouver, each with a unique flair of its own.

KPU Surrey

Featuring an open courtyard nestled between six buildings, KPU Surrey includes a Gathering Place (a space for Indigenous students), conference centre, a variety of classrooms, science labs and fine art studios, community garden, fitness studio, gymnasium, and more.

KPU Richmond

KPU Richmond is home to some of the university's most unique programs, such as an Acupuncture Diploma Program and Sustainable Food Systems Program which includes an organic seed lab and a research and teaching farm just steps away on land leased from the City of Richmond. KPU Richmond includes the Melville Centre for Dialogue, which provides conference and meeting space for the university and the wider community. The campus is also home to the renowned Wilson School of Design, which is housed in an architecturally stunning wood and glass building that features state-of-the-art graphic design studios, interior design studios, science labs, production and sewing labs, gallery space, and advanced technology.

KPU Langley

Horticulture programs are prominently featured at KPU Langley, along with the Institute for Sustainable Horticulture. Teaching and research greenhouses are integral to this campus, which is also home to British Columbia's only Brewery and Brewery Operations Diploma program, where students have already earned

international awards for their craft beer. KPU's Faculty of Health is located at this campus, along with an Environment Protection Technology program. The Langley campus setting is steeped in nature with a beautiful courtyard and a creekside walking trail. Students in horticulture classes use the campus as an outdoor classroom, and their gardens are part of the pastoral beauty that makes this campus so unique. The Langley Community Farmers' Market enlivens the campus each Wednesday from May to October and once a month throughout the winter.

KPU Tech (Cloverdale)

KPU's Cloverdale campus, known as KPU Tech, provides leading-edge trades and technology programs to students seeking opportunities in skilled trades. The campus also features Mechatronics and an Advanced Manufacturing Diploma program for those seeking careers in this fast-growing sector.

KPU Civic Plaza

Our most recent campus addition, KPU Civic Plaza opened in 2019. Located in the heart of Downtown Surrey, this campus is conveniently located next to SkyTrain and a bus loop, and is within walking distance of local restaurants, coffee shops and shopping. Occupying the first five floors of the 52-storey Civic Plaza mixed-use building, KPU's School of Business offers post-baccalaureate programs at this campus. KPU's Continuing and Professional Studies Division also offers professional development opportunities for working professionals seeking to upgrade their skills and advance their careers.



GOVERNANCE AND ADMINISTRATION

KPU is governed by the *University Act* which provides for a bicameral governance structure. Both the Board and the Senate are governing bodies of KPU. Bicameral governance delineates the strategic oversight of the Board from the academic responsibility of the Senate.

Board of Governors

The Board of Governors of Kwantlen Polytechnic University is governed by the *University Act* of British Columbia. The management, administration and control of the property, revenue, business and affairs of the university are vested in the Board. Members of the KPU Board of Governors are volunteers and serve the University without remuneration. The Board is comprised of 15 members.

For a complete list of current board members, please visit: <https://www.kpu.ca/governors/members>.

Senate

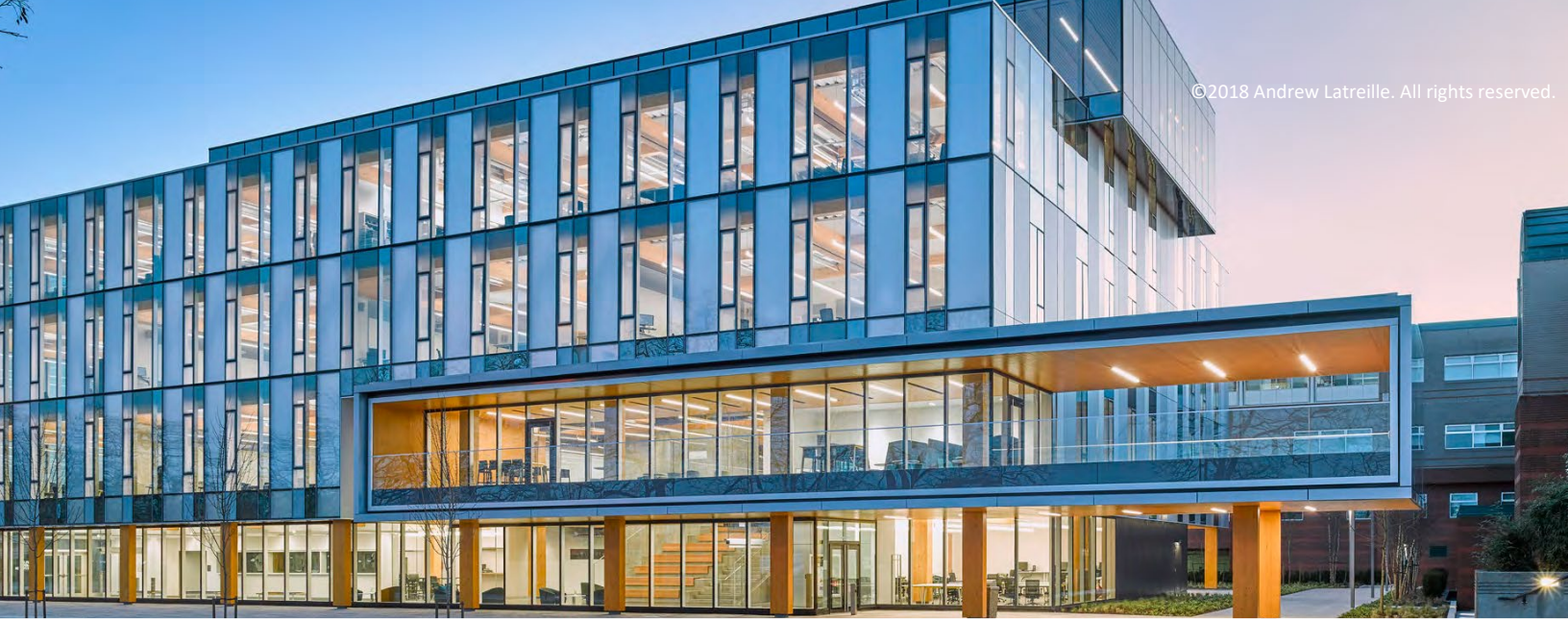
The Senate has a focused responsibility for the academic integrity of KPU, subject to the Board's involvement where academic matters interface with matters of business and the larger community. Senate is responsible for academic and curriculum-related matters, including setting curriculum content for courses, policies for examinations and evaluation of student performance and qualifications for admission.

For membership composition and complete list of current senators, please visit: <https://www.kpu.ca/senate>.

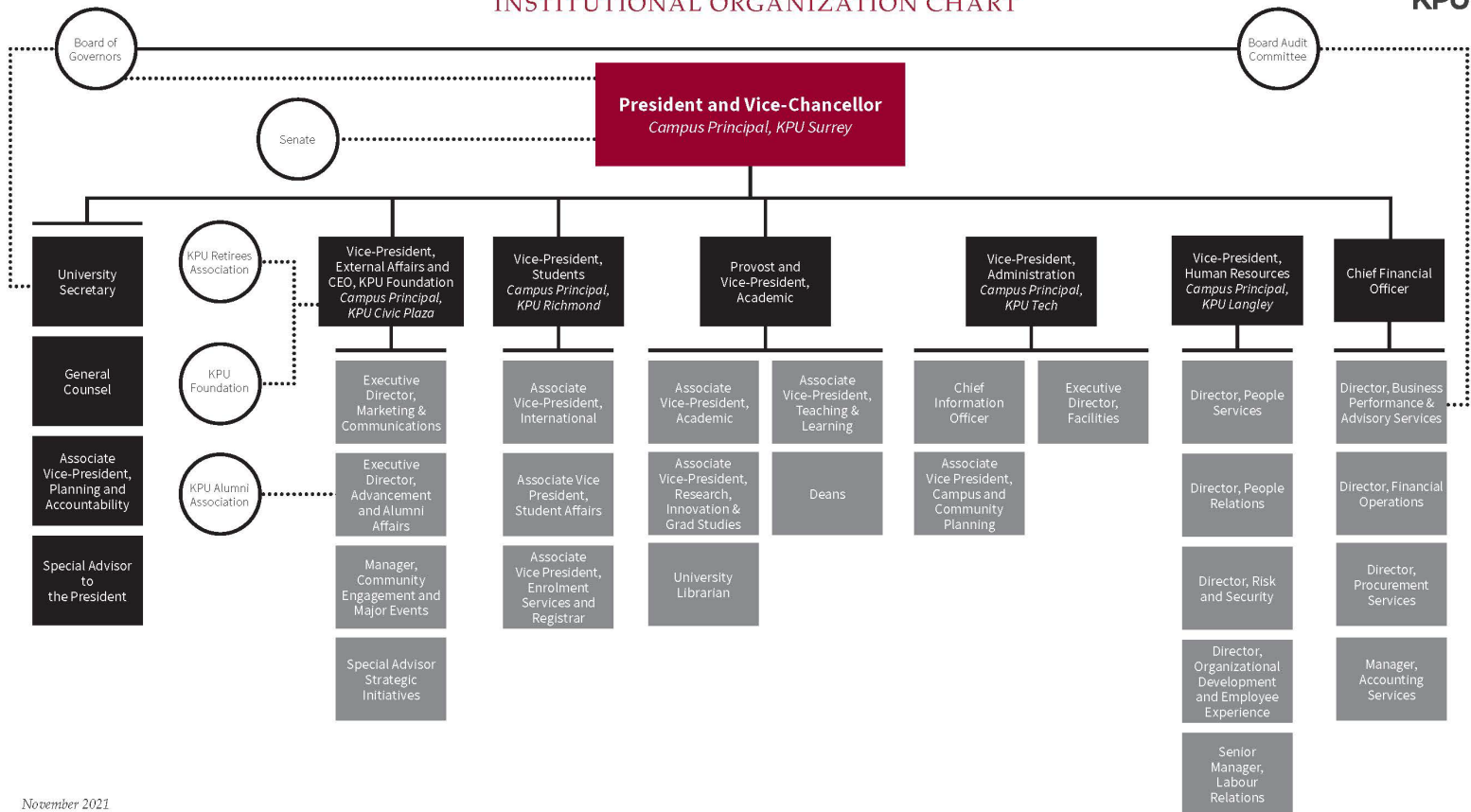
University Executive

The Polytechnic University Executive (PUE) provides leadership and direction to the University's planning, operations and accountability processes in an integrated and effective manner. The team works together to ensure divisional and shared goals and priorities are clearly articulated and assessed, makes decisions as required by KPU policies and procedures, and advises the President and each other on important issues facing KPU. The Vice President, Administration will be a member of the Polytechnic University Executive. Other members include:

- President & Vice Chancellor
- Provost & Vice President, Academic
- Vice President, External Affairs
- Vice President, Administration
- Vice President, Students
- Vice President, Human Resources
- Chief Financial Officer
- Associate Vice President, Planning and Accountability
- Associate Vice President, Academic
- General Counsel
- University Secretary and Executive Assistant to the President



KWANTLEN POLYTECHNIC UNIVERSITY INSTITUTIONAL ORGANIZATION CHART



November 2021



THE OPPORTUNITY

With a total operating budget for FY20 of \$ 225,729,600, KPU's stature continues to grow as one of the largest post-secondary institutions in British Columbia, serving B.C.'s fastest-growing populations and offers a wide array of undergraduate degree programs, trades and technology programs, one and two-year certificate and diploma programs and post-baccalaureate programs. It boasts a dynamic and diverse student population comprised of various nationalities, ethnicities, genders, sexual identities, ideologies, and ages.

In support of this growth, KPU is searching for its next Dean, Faculty of Trades and Technology who will bring vision and proven leadership and will work with a team of senior administrators and the multi-campus community to continue to move the University forward. The new Dean of Trades and Technology will meaningfully engage with KPU's commitment to Indigenization, reconciliation, and decolonization, and continue to strengthen the university's support for equity, diversity, and inclusiveness initiatives.

This role is an exceptional opportunity to provide strategic leadership in service of our mission to transform lives and empower positive change.

Kwantlen Polytechnic University is a regionally focused, teaching-led institution. Situated in Metro Vancouver, and with an operating budget of approximately \$150 million, KPU is a multi-sector university offering a wide array of undergraduate degree programs, trades and technology programs, and one and two-year certificate and diploma programs to 19,000 students on campuses in Surrey, Richmond, Langley and Cloverdale.

Housed in one of Canada's most advanced trades and technology facilities in Cloverdale, BC, the Faculty of Trades and Technology is a leading provider of education in a wide variety of programming areas which are responsive to the needs of local industry. Students are prepared for careers in Appliance Servicing, Automotive Service Technician, Carpentry, Electrical, Farrier, Masonry, Metal Fabrication, Millwright, Parts and Warehousing, Plumbing, and Welding. In addition, the Faculty is home to the Public Safety Communications program. A number of Kwantlen's Trades and Technology programs are unique in the western region of the country.

Reporting to the Provost & Vice President, Academic, the Dean will provide leadership to all aspects of the Faculty, including strategic planning, academic development, and the management of the Faculty's financial, administrative, and human resources.

The new Dean will be a champion for the Faculty of Trades and Technology within the Kwantlen community and build strong relationships with government, industry and the broader community to ensure a flourishing and sustainable future for this unique and valuable training entity.

This is an exciting opportunity for a leader whose passion, communication and strategic skills will enhance the reputation of the Faculty within the broader community.

Kwantlen Polytechnic University offers several apprenticeship, foundation and technical career programs. The trades and technology programs allow for multiple entry and exit points as well. Foundation programs are a great way to learn about the requirements of a particular trade before embarking on an apprenticeship. After completing a 20-to 40-week program, foundation graduates may transition to an apprenticeship, where they earn an income while completing on-the-job and in-class technical training to become a certified journey person.

Programs in the Faculty of Trades and Technology Kwantlen's Trade and Technology programs range in length from 3 weeks to 4 semesters. Kwantlen offers diplomas, certificates or citations upon completion:

- Appliance Service Technician - Certificate
- Automotive Service Technician - Apprenticeship Levels 1 - 4, Foundation and Youth in Trades Training
- Carpentry / Building Construction - Apprenticeship Levels 1 - 4, Foundation and Youth in Trades Training
- Construction Electrician - Apprenticeship Levels 1 - 4 and Foundation
- Farrier Science - Certificate
- Masonry - Foundation and Youth in Trades Training
- Metal Fabrication/Fitter - Foundation and Youth in Trades Training

- Millwright / Industrial Mechanic - Apprenticeship Levels 1 - 4 , Foundation and Youth in Trades Training
- Parts, Warehousing, Logistics and Distribution - Apprenticeship Levels 1 - 4 and Foundation
- Plumbing and Piping - Apprenticeship Levels 1-4, Foundation and ACE-IT
- Welding - Levels Foundation, Apprenticeship Levels 1 -4 and Youth in Trades Training
- Mechatronics and Advanced Manufacturing Technology

The Cloverdale campus provides leading-edge trades and technology programs, which are important new resources in addressing the rising demand for skilled trades workers and apprenticeships.

For more information, please visit: <http://www.kpu.ca/trades.html>

The following opportunities and challenges are identified for the Dean, Faculty of Trades & Technology:

Champion the Faculty: The Dean will need to ensure that faculty, staff, students and administration across all campuses continue to fully comprehend and appreciate the distinctive nature of the Faculty and the true potential of the trades and technology program areas. Most importantly, he or she will need to diligently advocate for resources required in order to maintain the Faculty's high standards.

Maintain strong external relationships: Every program within this Faculty enjoys important ties with external stakeholders such as the ITA, provincial government, secondary high schools, industry and funding organizations. The Dean needs to understand the value of, strengthen and leverage these relationships in order to ensure a sustainable future for the Faculty.

Attract and promote: More needs to be done to market the Faculty of Trades and Technology to potential students and to industry. The new Dean will need to work with the University's marketing department to make sure everything is being done to highlight the unique opportunities in trades and technology offered at Kwantlen.

Flex Reg for Apprentices: The Office of the Dean has taken on the responsibility of providing full registration support to Apprenticeship students, both online and in person.

Utilizing a post registration qualification model, the Office of the Dean provides registration services, collects payments, sends out communications and maintains the full apprenticeship learning cycle. The new Dean will need to understand and support this system and champion it in communications with internal and external stakeholders.

Bring a Broad Vision: The new Dean will need to continue to define the Faculty of Trades and Technology's place within a "Polytechnic." He or she will set a vision for the Faculty and potentially expand beyond the traditional trades to a broader scope of programming in line with the polytechnic mandate.

Continuing and Professional Studies (CPS): The development and growth of Continuing and Professional Studies has been identified as one of the institution's strategic goals for the next five years. The Dean will build a shared vision for Continuing and Professional Studies, working closely with KPU's Executive Director Continuing and Professional Studies to implement that vision. This will require strong communication, entrepreneurial and relationship building skills to understand the diverse and specific needs of the programs and how they connect with evolving market demands and address the needs of KPU customers and clients.

Understand the Provincial Context: As in many jurisdictions, educational institutions in British Columbia are facing fiscal challenges. The new Dean, Trades and Technology will need to be attuned to evolving Government priorities and to develop programming in response to identified needs.

Furthermore, the Dean will need to be innovative in investigating and pursuing traditional and non-traditional sources of funding.

Primary Function

Reporting to the Provost and Vice President Academic, the Dean, Faculty of Trades and Technology (Trades) is responsible for the strategic leadership and ongoing operation of the Faculty of Trades at Kwantlen Polytechnic University (KPU). This includes long-term strategic planning, academic development, and the collaborative management of the Faculty's financial, administrative, and human resources.

The Dean plays a major role in encouraging relationships between KPU and the external community. The Dean has a commitment to the quality and content of programs, courses, initiatives, and the student learning experience ensuring academic excellence. The Dean, Trades cultivates a positive culture between administration, faculty and staff providing students with a high-quality hands-on education paired with student-centric services so that the student experience at Kwantlen Polytechnic University is a positive one.

Reporting Relationship

Reports Directly to:

- Provost and Vice President, Academic

Works Closely With:

- Senate and Senate Standing committees
- FOA leadership
- Councils: Deans', Academic, President's Council
- Sustainable Enrolment Planning Council
- AVP Academic and AVP Teaching and Learning
- Director: CPS, Academic Integrity, and Prior Learning





Vice-President, Administration Portfolio

Responsible for:

- Associate Dean
- Faculty Members
- Divisional Business Manager
- Staff
- Students

About the Faculty of Trades and Technology

Students in the Faculty of Trades and Technology receive specialized training and foundational knowledge needed to put their skills to work in a successful career. KPU is the place where thought meets action, so all our trade programs and courses integrate theory with practical hands-on training.

Construction is booming in British Columbia and the demand for well-trained, business-savvy tradespeople is higher than ever. At our Tech campus in Cloverdale, students start their future in the skilled trades, advance their careers, or upgrade their skills with an apprenticeship program. Ranging from a few weeks to several months, our industry-based programs prepare students for positions such as electrician, welder, farrier, carpenter, automotive service, mason, metal fabricator, and mechatronics technologist.

THE CANDIDATE

The successful candidate will bring a blend of the following education, skills, knowledge, and experience, competencies and personal characteristics.

Education/ Certifications

- A Master's degree in a related discipline is preferred.
- A trades qualification with Interprovincial/Red Seal is a strong asset.
- Five or more years of relevant leadership experience as well as a minimum of five years of faculty experience preferably within a university environment.

- Experience working in a large, complex organization and in a unionized academic environment.
- A broad understanding of higher education issues within post-secondary education.
- Or an equivalent combination of education and experience.



Skills, Knowledge and Experience

- Demonstrated ability to provide transparent leadership and to support change management, analyze situations, and develop informed and effective solutions.
- Knowledge of current and emerging trends in Trades and Technology, Trades and Technology education, and Trades and Technology related research.
- A progressive thinker regarding research and scholarship, education and learning; understands and promotes new forms of learning.
- Demonstrated in-depth knowledge of the post-secondary organizational and policy environment and relevant experience in academic administration and academic labour relations.
- Demonstrated experience in strategic planning, program planning, project management, budget development and oversight as well as academic organization and administration.
- Values and embraces the importance of the development of new and enhanced sources of funding for the Faculty and is committed to be personally engaged in fundraising activities.
- Ability to advance the quality and content of programs, courses, initiatives, and the student learning experience.
- A record of working across multiple disciplines in a highly collaborative manner; practices distributed leadership; values expertise from colleagues, empowering and offering ownership in achieving objectives.
- A demonstrated appreciation for students and for the role of a student-focused institution; a real affinity for students and for the elements that contribute to a rewarding campus life.
- Successful track record in working with others, both individually and in a team setting to identify issues and develop consensus to achieve goals, and objectives, through teamwork and participatory decision making.
- Demonstrated an ability to actively engage with stakeholders in the community, able to promote the value and relevance of the Faculty's mission to external stakeholders.
- Demonstrated ability to build leadership capacity in the Faculty of Trades and Technology by hiring, mentoring, and supporting others.
- Energetic leader that is value driven, demonstrates integrity, credibility, sound judgment, inclusivity, and fosters a trusting, supportive environment.
- Excellent administrative and organizational skills applicable to operational and logistical tasks.
- A record of working across multiple disciplines in a highly collaborative manner; practices distributed leadership; values expertise from colleagues, empowering and offering ownership in achieving objectives.
- A demonstrated appreciation for students and for the role of a student-focused institution; a real affinity for students and for the elements that contribute to a rewarding campus life.



Competencies

Leadership

Inspiring, coaching, mentoring, and supporting students, employees, and KPU as a whole in achieving objectives.

Accountability

Taking ownership for one's own actions, decisions, and results.

Achievement Focused

Continuously persevering to accomplish objectives and make improvements in alignment with KPU's strategic plan.

Innovation

Taking a creative approach to opportunities and exploring unique ways to create optimal value for the KPU community.

Collaboration

Coming together in functional and cross-functional teams to solve complex issues and accomplish objectives that will benefit the KPU community.

People First

Involving, appreciating, valuing and respecting the community members KPU serves (i.e., students, employees, external stakeholders, etc.), creating a culture of high engagement and performance.

The Ideal Candidate Values:

- The student experience
- Fairness and ethics in everyday works actions

The Ideal Candidate is Committed to:

- Anti-Racism, diversity, equity and inclusion
- Embracing and managing change



ABOUT METRO VANCOUVER

Metro Vancouver, the home of all five of KPU’s campuses, is a dynamic, multicultural area situated in a spectacular natural environment including snowcapped mountains and sparkling ocean waters.

Comprised of 21 different municipalities and one Treaty First Nation, it has an area of 282,000 hectares and covers a distance of 96 km from Maple Ridge to Bowen Island.

Each municipality possesses a unique identity, presenting countless possibilities to suit any individual’s ideal lifestyle. Metro Vancouverites are fortunate to have the best of many worlds at their fingertips, whether it be the convenience and buzz of an urban city or the relaxing, open space of a rural setting.

The population of Metro Vancouver is 2.4 million and growing. Surrey, the location of three of KPU’s campuses, has the second largest population of all the Metro Vancouver municipalities with just over 518,000 citizens.

In addition to its breath-taking landscapes, mild climate, multitude of year-round outdoor adventure options, cultural diversity and vast economic potential, Mercer’s 2019 Quality of Living Survey ranked Vancouver as one of the world’s top three most livable cities. It is a truly dynamic place to live and build a rewarding career.

For more information on Metro Vancouver, please visit <http://www.metrovancouver.org/>.

HOW TO APPLY

To apply, please submit a cover letter and resume via the application process through the online KPU Career Centre.

For inquiries or recommendations, please contact:

Brittany Berger
Interim Human Resources Business Partner
Email: Brittany.berger@kpu.ca

