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OPPORTUNITY PROFILE **PRESIDENT**

College of
New Caledonia





COLLEGE OF NEW CALEDONIA | PRESIDENT

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THE INSTITUTION COLLEGE OF NEW CALEDONIA

The College of New Caledonia (CNC) has been dedicated to helping meet the adult and post-secondary educational needs of northern British Columbians since 1969. Serving an area approximately 117,500 square kilometers in size, or 12% of the province, CNC plays an important role in training and educating students in health sciences, trades and technologies, social services, business and university studies. CNC is a pillar in its communities and has six campuses across BC's Central Interior – Prince George, Burns Lake, Fort St. James, Mackenzie, Quesnel and Vanderhoof. Across all campuses, 5000 students in 90 distinct programs are enrolled each year.

With affordable tuition, practical, hands-on learning and no more than 37 students per class, students can acquire the skills they need for a long-lasting, stable and successful career in as few as 10 months. CNC offers students the ability to easily transfer into the third year of degree programs, with 15 agreements with 10 universities in BC, AB, and elsewhere.

CNC is honoured to work with the Aboriginal people in this region, inclusive of the First Nations, Métis and Inuit peoples. CNC acknowledges the graciousness of the First Nations peoples in welcoming those who are seeking knowledge on their traditional territories. There are 21 First Nations communities within the region served by the College: Cheslatta Carrier Nation, ?Esdilagh (Alexandria) First Nation, Kwadacha Nation, Lake Babine Nation, Lheidli T'enneh Nation, Lhoosk'uz Dene Nation, Lhtako Dene First Nation, McLeod Lake Indian Band, Nadleh Whut'en, Nak'azdli Whut'en, Nazko First Nation, Nee Tahi Buhn Band, Saik'uz First Nation, Skin Tyee Nation, Stelat'en First Nation, Takla Lake First Nation, Tl'azt'en First Nation, Tsay Keh Dene Band, Ts'il Kaz Koh (Burns Lake Band), Wet'suwet'en First Nation, and Yekooche First Nation.

To learn more, please visit CNC's [website](#).



THE LOCATION PRINCE GEORGE & NORTHERN BC

Prince George is a mid-sized city of about 74,000 people located in central British Columbia on the traditional territory of the Lheidli T'enneh. Surrounded by tree covered hills and a short drive in all directions from the beautiful BC outdoors, Prince George has all of the amenities of a larger city mixed with the charm and friendliness of a smaller town. Due to being the largest city in the surrounding region and its wide variety of employment options, Prince George serves as a dynamic hub for Northern BC.

Prince George has a thriving and diverse economy that offers professionals and tradespeople numerous opportunities to advance their careers. Prince George is growing faster than both the provincial and national economies in terms of GDP. The largest employment sectors include Wholesale & Retail Trade, Manufacturing, Healthcare & Social Assistance, Construction, and Forestry, Fishing, Mining and Oil & Gas.

The dream of owning a home can become a reality in Prince George, where the average cost of a single-family home is just over \$320K; that compares to \$1M in Vancouver, \$730K in Toronto, and \$755K in Victoria.

Prince George's location offers immediate access to four-season outdoor recreation activities that are complemented by a full range of urban amenities. Whether you prefer a relaxing day at the lake, hiking in an inland cedar rainforest, kayaking, canoeing, playing soccer or hockey, a day of shopping, an evening spent watching live theatre or a symphony performance, or good food at a top-notch local restaurant, Prince George has it all. And the best part is that everything is accessible, with the average round-trip in Prince George being only 30 minutes.

To learn more, please visit [City of PG](#) | [Move Up Prince George](#) | [Tourism PG](#) | [PG Chamber of Commerce](#) | [Community Arts Council of PG](#) | [Theatre Northwest](#) | [PG Symphony Orchestra](#) | [PG Clubs and Organizations](#)

The President of the College of New Caledonia is accountable to the Board of Governors for the provision of sound leadership, strategic direction and operational excellence for all aspects of CNC's academic and operational affairs to ensure the College's mandate is achieved.

CNC is looking for an inspiring and inclusive President who understands and respects the importance of the community college mission. Building from a strong foundation based on decades of growth and success, the President should be equally comfortable attending to internal, operational initiatives as they are representing CNC with its many external stakeholders, becoming a visible member of CNC's diverse communities.



The President is expected to:

- Establish and maintain effective working relationships, including appropriate consultation and collaboration with key stakeholders, employees, students, the diverse geographic and cultural communities CNC serves, government officials and other educational institutions;
- Establish and maintain a positive College image, including acting as the College spokesperson and advocate with other institutions, local and provincial governments, industry and agencies;
- Ensure short and long-term financial stability of the College, including effective financial and business planning and management processes;
- Maintain a visible presence with the College community with the associated engagement and actions;
- Ensure the College operates within the intent of all regulatory legislation and governing policies;
- Keep the Board of Governors and the Education Council informed and supported in their work; and
- Build and lead a climate of creative achievement through the development of a proactive, dynamic, and flexible institution, promoting an inclusive, consultative, and caring institutional culture.



Key Responsibilities

Board Relations: Ensures that members of the Board of Governors have all the information necessary to properly exercise their governance responsibilities; reports to the Board on a regular basis with relevant information regarding CNC operations; develops and presents recommended courses of action and alternatives to the board for its consideration; supports the Board during self-evaluation.

Strategic Plan Implementation: In collaboration with the Board, and in consultation with the Education Council and the constituent elements of the College, leads the implementation and execution of the Strategic Plan for the College.

Annual Objectives for the President: In conjunction with the Board and in the context of the Strategic Plan, establishes a list of objectives and targets to be achieved by the President in the upcoming year.

Organization and Accountability: Develops and maintains an effective organizational structure that prescribes the authority, responsibility and accountability of staff as they relate to the accomplishment of specific objectives and priorities to meet the education needs of the College and other stakeholder concerns.

Leadership of Human Resources: Provides strong and effective leadership to all staff of the College in order to capitalize on the full potential of this critical resource; motivates staff to contribute their maximum toward CNC's mission, vision and objectives.

Policies: Recommends to the Board new policies to support the achievement of the objectives articulated in the strategic plan; manages a framework to communicate, implement, and evaluate policies.

Finance, Planning and Performance: Through the Vice-Presidents responsible, ensures that the objectives established in the Strategic Plan are met with respect to finance, planning and performance.

Relationship with Key Publics/Stakeholders: Oversees the delivery of appropriate communications with the broader public and actively builds relationships with key stakeholders.

Fundraising: Actively provides necessary support and leadership regarding to the various fundraising activities of the College.

Trends in Post-Secondary Education: Keeps abreast of trends in post-secondary education and recommends new and innovative approaches

THE PERSON

The CNC President should be a visionary leader who can articulate a bold direction aligned with the College's strategic plan, and possesses the collaborative skills, inspiration, and wherewithal to make it happen. The ideal candidate effectively manages at both the strategic and operational levels, while working to improve Board, faculty, staff, community, and government relations, academic programming, and ultimately, student success. Well experienced with the complexities of the post-secondary landscape and possessing an inclusive leadership style, the President should have a "can-do" attitude and live with a sense of community and integrity that aligns with CNC's mission of serving its central interior BC territory. Experience and interest working with Indigenous learners and communities will be considered a significant asset. The President should also be decisive, and possess sufficient business acumen and policy planning expertise to assist with complex decision-making, as well as guide colleagues and staff through challenging initiatives.



Required Qualifications, Education, and Experience

The ideal candidate will possess the following qualifications and experience:

- A graduate degree in an appropriate field of expertise along with a track record of educational leadership;
- Proven track record in the development of industry, government, and community partnerships;
- Refined administrative and team leadership experience, preferably in a post-secondary environment; teaching experience at the post-secondary level is an asset;
- Strong business acumen, budget planning, and management skills;
- Excellent listening, communication, and organizational skills, with the ability to articulate and implement CNC's strategic goals, and
- Demonstrated leadership relating to Indigenous education and community involvement.



Competencies and Personal Characteristics

Leadership - Achieves desired organizational results by encouraging and supporting the contribution of others; a proactive and positive team player who acts with a sense of urgency and leads by example; sets and communicates clear goals.

Accountable – Holds self and others accountable for responsibilities; focuses on results and measuring attainment of outcomes in a business focus.

Strategic – Develops/implements a plan in support of organizational strategic direction. Demonstrates an understanding of the link between job responsibilities and overall organizational goals and needs, and performs one's job with the broader goals in mind.

Integrity and Honesty – Demonstrates a resolute commitment to and respect for the rules and core values of the organization, setting an example of professionalism and ethical propriety.

Communication – Clearly presents written and verbal information and writes with clarity and purpose; communicates effectively in both positive as well as negative circumstances; listens well.

People Development – Fosters long-term learning and development of others through coaching, managing performance and mentoring; has a genuine desire to develop others and help them succeed; formally recognizes deserving staff and colleagues.

Creativity and Innovation – Develops new insights into situations; questions conventional approaches; encourages new ideas and innovations; designs and implements new, cutting edge programs/processes.

Effective Working Relationships – Treats colleagues, staff, and students with respect; resolves conflicts respectfully, in a timely manner; negotiates effectively; provides effective feedback to colleagues/employees.

Influential and Collaborative – Has an honest, open, consistent approach to working with others; possesses strong relationship and interpersonal skills, with the ability to build relationships and develop/maintain partnerships, obtaining stakeholder agreement.

Student-Focused – Anticipates and responds to the needs of colleagues and students, and other internal and external stakeholders of the College; keeps the student interests in the forefront.



COMPENSATION

A competitive compensation package will be provided including an attractive base salary and excellent benefits. Further details will be discussed in a personal interview.

FOR INFORMATION PLEASE CONTACT:

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