



Associate Vice President, Human Rights & Equity University of New Brunswick (UNB)

The University of New Brunswick recognizes and respectfully acknowledges that the University of New Brunswick stands on the unsundered and unceded traditional Wolastoqey land. The lands of Wabanaki people are recognized in a series of Peace and Friendship Treaties to establish an ongoing relationship of peace, friendship, and mutual respect between equal nations.

[The University of New Brunswick \(UNB\)](#) is among Canada's top comprehensive universities. Its rich history of leading discovery and innovation stems from its entrepreneurial thinking, which has been unlocking creative potential since 1785. The unique nature of UNB's world-class programs attracts students from over 100 countries. UNB is named among Forbes Canada's Best Employers of 2021 and is consistently ranked among Canada's Top 100 Employers and Atlantic Canada's Top Employers.

Reporting to the President and Vice-Chancellor, the AVP, Human Rights and Equity is the University representative primarily responsible for advising the Executive and other Administrative and Academic leaders on issues of human rights and equity and represents the institution locally and nationally on matters related to human rights and equity at UNB. The AVP is a valued voice in UNB's strategic planning processes, ensuring that the University's strategic work succeeds in advancing institutional human rights and equity goals.

The AVP is responsible to collaborate with and advise senior staff in the People & Culture, and Student Services departments to ensure that initiatives undertaken, that have impacts on students, staff and faculty, correspond with UNB's human rights and equity goals. In particular, the AVP and the HRE team work in close partnership with People and Culture to administer UNB's human rights and equity policies, activities and complaints. The AVP supports administrative and academic units to develop unit-specific educational and employment human rights and equity plans.

The incumbent will build strong relationships across UNB's multiple campuses, maintaining credibility with senior administrative and academic colleagues, students and student groups across the University, working collaboratively to advance institutional human rights and equity goals and to foster diverse, inclusive and equitable learning and working environments, as well as a culture of respect, which is free from harassment, discrimination and violence.

As the ideal candidate, you are an experienced and effective senior leader and practitioner in the areas of human rights, equity, diversity, inclusion, and social justice. Peers and colleagues would describe you as a transparent and straightforward communicator, with a strong bias to action. You are an honest, ethical, and student-centric leader who understands how to navigate important and highly complex issues in a university, or comparable environment and have a professional or graduate degree in a relevant field.

The University of New Brunswick is committed to employment equity and fostering diversity within their community and developing an inclusive workplace that reflects the richness of the broader community that they serve. The University welcomes and encourages applications from all qualified individuals who will help achieve these goals, including women, visible minorities, Indigenous persons, persons with disabilities, persons of any sexual orientation,



gender identity or gender expression. If you so desire, we encourage all applicants to fill out our self-identification questionnaire: [Self-Identification Questionnaire | Employment Equity | Careers | UNB](#)

To apply click here: boyden.thriveapp.ly/job/1775 for further information, please contact Michelle Richard and Collin Ritch at critch@boyden.com and **state the title of the position in the subject line of your e-mail.**

We thank all applicants for their interest, however, only those under consideration for the role will be contacted and priority will be given to Canadian citizens and permanent residents.