

President & Vice- Chancellor Opportunity Profile

June 2025



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1. Organization Overview



Organization Overview

Capilano University has earned an international reputation for exceptional teaching, programs and services. The University strives to instill the knowledge, skills, motivation and attitudes that will enable students to become independent thinkers and learners and to make positive contributions to communities, their fields/disciplines and the planet.

CAPILANO UNIVERSITY: INSPIRED BY IMAGINATION

Capilano University is named after Chief Joe Capilano (1854–1910), an important leader of the Skwxwú7mesh (Squamish) Nation of the Coast Salish Peoples. We respectfully acknowledge that our campuses are located on the unceded territories of the səliłwətał (Tsleil-Waututh), shíshálh (Sechelt), Skwxwú7mesh (Squamish), and xʷməθkʷəy̓əm (Musqueam) Nations.

Capilano University (CapU) is known for its innovative spirit, blending academic excellence with forward-thinking programs designed to shape the future and provide learners with the foundation for success in an ever-evolving world. Through its five dynamic Faculties, the University offers an extensive range of programs—from preparatory studies, to arts and sciences, business and professional studies, fine and applied arts, health and human development, tourism, kinesiology, legal studies and public administration. Credentials awarded include bachelor's degrees, associate degrees, post-baccalaureate diplomas, graduate diplomas, certificates and citations.

Nestled in the breathtaking North Shore mountains, just 20 minutes from the vibrant heart of downtown Vancouver, CapU's main campus in North Vancouver provides exceptional education attracting students from around the world. CapU also has campuses in Sechelt, serving the Sunshine Coast, as well as the newly opened Squamish campus serving the Sea-to-Sky Corridor. In partnership with the Líl'wat Nation, CapU offers programming with Líl'wat members and other Indigenous peoples through the Tszil Learning Centre in Mount Currie. CapU Lonsdale is a learning location that houses a range of courses centered in place-based and community-engaged learning in central North Vancouver. CapU served 11,018 academic students in the 2024-25 fiscal year, representing 3,770 domestic full-time equivalent (FTE) students and 3,558 international FTEs. International students at the University include citizens of 92 countries.

At CapU, we are dedicated to fostering an inclusive environment that embraces diverse backgrounds, perspectives, and thoughts, creating a learner experience marked by a deep sense of belonging and connection to the University community. The emphasis on individual attention positively impacts learner achievements, fostering an environment where learners come first.

VISION

We transform the lives of learners, employees and communities with experiences and engagement opportunities to actualize their passion and potential. We are a dynamic and accountable place of thought and action that inspires imagination, prioritizes health and well-being, and positively contributes to people and the planet.

PURPOSE

At CapU, we cultivate life-enhancing learning experiences in diverse and inclusive environments. Our programs proactively respond to our fast-evolving world by sharing and creating relevant knowledge and timely skill development opportunities. We are committed to partnering and working with our communities for the greater good and for generations to come.

In our journey to grow, lead and innovate, we will embrace imagination as a foundational capability in order to discover new and better approaches to what we do. We will continuously reflect and learn from our decisions and achievements to effectively advance our commitment to co-create a distinct university experience. In this way, we will improve learning and research opportunities and the health and well-being of learners and employees.

VALUES

- Innovation as a result of curiosity and imagination
- Commitment to Truth and Reconciliation, indigenization and decolonizing approaches
- Collaboration, authenticity and belonging
- Health and well-being as a cornerstone of our culture
- Transparency and honesty in everything we do
- Sustainable actions to enable a better place for our future descendants





2. 2030 Goals and Priorities



2030 Goals and Priorities

CapU is at the centre of a convergence of opportunities to lead and thrive. In a world of accelerating change, evolving learner demographics, new pathways, needs and aspirations, unique challenges are being introduced. With unprecedented technology, shifting economic complexities, global population growth and more diverse societies, CapU focuses on being agile to continue in its relevance and purpose.

To achieve this, we have developed a university roadmap and an academic plan (Envisioning 2030 and Illuminating 2030 respectively); focusing our efforts on three key components of our Vision: Imagination, Community and Distinct University Experience with Health and Wellness being at the center of all we do. The synergy between the transformative power of imagination and engagement with our communities will allow us to co-create a distinct university experience for our diverse learners, employees, and communities. By enhancing what we mean by the CapU experience, we are positioned to achieve better levels of health and well-being for all, further elevating our status as one of the most appealing places to work in the region.

Read the full reports here:

- [Envisioning 2030](#)
- [Illuminating 2030](#)

Ché́nchenstway

CapU is committed to Indigenizing and decolonizing education at our campuses and learning locations including First Nations languages, cultures and knowledge. Ché́nchenstway is a living document that guides the University in supporting Indigenous ways of knowing and strengthening its relationships and the relationships with First Nations, the Inuit and the Métis. It also aligns the University's actions with its overall goals and those of the Ministry of Post-Secondary Education and Future Skills related to truth and reconciliation.

At CapU, we are all part of a canoe family — whether you are a learner or alumni, staff or faculty member, administrator or community partner. Together, we are on a journey of healing, understanding and learning.

Ché́nchenstway is grounded in the insights gathered through dialogue with the CapU community, including Indigenous learners and employees, the Capilano Students' Union, the Capilano Faculty Association and the Host Nations and the Métis Nation of British Columbia.

Read the full document here

- [Ché́nchenstway](#)

People Plan

The People Plan is CapU's strategic roadmap for fostering its people, culture and diversity journey into 2030. It is designed to align with the University's overarching strategic frameworks, Envisioning 2030 and Illuminating 2030, and is centered around five pillars of employee engagement:

- Trust in the University
- Positive Work Environment
- Meaningful Work
- Growth Opportunities
- Great Leadership

Employee engagement is important to the success of CapU and the achievement of the strategic priorities outlined in Envisioning 2030 and Illuminating 2030. Engaged employees who feel a strong connection to the work they do and understand how it contributes to the success of the University are able and willing to go above and beyond to achieve results. Furthermore, organizational performance is highly correlated with employee engagement.

A focus on employee engagement enables the continuous improvement of the employee experience, which ultimately enhances the student experience. For the success of the People Plan, the University will invest in employees to achieve outcomes.

Over the next three years, the plan commits to actionable steps informed by listening to the University's employees to enhance engagement and create a distinctive experience for learners. It is important to recognize that while the University's people, culture and diversity department is the custodian of the plan, the ability to move this plan forward is reliant on the work and activities of all employees at CapU.

Read the full report here:

- [People Plan 2024](#)



3. The Opportunity



President & Vice-Chancellor

The President & Vice-Chancellor leads CapU and is accountable to the Board of Governors, ensuring the University follows the Board's mandate, policies and strategic framework while offering guidance and direction on important decisions. The President & Vice-Chancellor will provide effective strategic leadership to support the University and its faculty, staff and students.

Key Areas of Responsibility

Governance

The President interacts regularly with Capilano's two governance bodies—the Board of Governors and Senate. As Vice-Chancellor, the President serves as a member of the Board of Governors and the Chair of the Senate. Provides appropriate and timely advice, background information and briefing materials to the Board to carry out their range of governance responsibilities and ensures they are kept abreast of all relevant information regarding CapU's activities. Supports the Board and each of its standing committees by providing the staffing resources required to fulfill their responsibilities. Ensures that the Senate and each of its standing committees function effectively and efficiently in fulfilling its governance responsibilities.

Leadership

Provides leadership and strategic direction to the University's senior leadership team, which has collective responsibility for achieving the goal and objectives of the institution. Establishes and fosters effective relationships and collaborations across CapU and encourages an interactive and consultative communications environment within and between academic units and within the University as a whole.

Strategic and Annual Planning

Works collaboratively with all University constituents and key partners, ensures there is a current Strategic Plan approved by the Board of Governors that sets out a vision for the University and defines the critical issues that must be addressed to move towards the vision; and specific objectives and strategies to deal with those issues. Similarly, ensures that there is an annual operating plan that sets out specific objectives for each fiscal year. Champions creative activity, research and scholarly pursuits connected with the region, place and communities.

Annual Objectives for the President

In the context of CapU's Strategic Plan and relative to the University's current Vision and Commitments, recommends annual personal performance objectives for the President to the Board of Governors and reports on progress against those objectives quarterly and annually. Conducts a parallel performance management process with the CapU leadership team.

Workforce Talent Leadership

Provides strong and effective leadership to the faculty and staff of CapU in order to capitalize on the full potential workplace talent. Communicates, motivates, guides and directs all those involved to contribute fully to the realization of the University's goals and objectives. Maintains high visibility on the campus and fosters engaged two-way communication with faculty, staff and students. Supports the processes related to the recruitment, assessment, development and retention of senior administrators. Leads local actions for strategic enrolment management in concert with the overall university directions in collaboration with Faculties and other service units (e.g., recruitment, marketing and digital experience).

Teaching Excellence

Fosters an environment where teaching and learning is based on mentorship, discovery, purposefulness and learner autonomy. Motivates faculty to demonstrate an authentic spirit of inquiry as a model for learners and, in turn, encourages learners to engage with a teaching environment that is collaborative, innovative, creative and respectful.

Academic, Research and Scholar Leadership

Responsible for promoting, developing and maintaining the highest standards of teaching and research excellence in all aspects of University activities. Facilitates the recruitment of outstanding students, faculty and staff to the University. Provides leadership in the coordination and development of academic programs to maintain the standards of excellence in delivering undergraduate education, programs in technology and trades, and career and preparatory studies. Sets high academic standards for promotion decisions. Facilitates the use of advanced technology in the delivery of programming. Ensures that CapU is well resourced in this area and that the University remains at the cutting edge in order to support learning and foster program excellence.



External Relationships

Establishes and fosters effective external relationships and collaborations—with government, business communities, K-12 sector and other post-secondary institutions. Identifies and builds strong and productive relationships with all key constituents of the University, including the Government of British Columbia. Builds strong national relationships with, among others, the Federal Government and its related agencies, the Association of Universities and Colleges of Canada and Universities Canada. Develops strategies to encourage excellence, promote new initiatives, and strengthen University relations with the larger business community. Builds a strong and interactive working relationship with Indigenous communities including the Host Nations and Métis Nation. Develops and maintains a strong network of international contacts that further enhance CapU's international profile and partnerships. Participates in various levels of government and educational councils of the province, professional organizations responsible for program accreditation, provincial and federal funding agencies and other universities and relevant educational bodies in the field of higher education.

Financial and Administrative Leadership

Through the Vice President, Finance and Administration, oversees the management and sustainability of the University's budget and operations, and ensures the effective utilization of the financial resources of CapU within the objectives, policies, plans and budgets approved by the Board of Governors. Advances and improves the financial resources through fundraising and development initiatives.

Reporting Relations

Reports Directly to the Board of Governors through the Board Chair.

Direct Reports:

- VP Academic & Provost
- VP University Relations
- VP Strategic Planning, Assessment & Institutional Effectiveness
- VP Finance & Administration
- VP People, Culture & Diversity
- Executive Assistant/Executive Offices Assistant

Relates to:

- Senior Administration
- Faculty and Staff
- Students, Government
- Unions
- Alumni & Donors
- Industry and Community Partners
- First Nations



4. The Person



President & Vice-Chancellor

The President & Vice-Chancellor of CapU will be an inspiring and transformative leader—an individual who can articulate a bold vision while fostering a culture of collaboration, inclusivity and academic excellence. As the chief executive officer, the President will lead the University's continued evolution, balancing its rich history with an innovative approach to navigating the rapidly changing landscape of higher education. This exceptional opportunity calls for a dynamic leader who can champion CapU's mission, engage with diverse communities, and shape an inclusive environment where students, faculty and staff thrive. With a steadfast commitment to Truth and Reconciliation, diversity, equity, inclusion and innovation, the ideal candidate will bring a visionary perspective and strategic acumen, fostering unity across the CapU community to strengthen its role as a leader in teaching, learning and transformative impact.

The Search Committee recognizes that no candidate is likely to meet all the following criteria in equal measure; nevertheless, the following characteristics, experience, and approach, in no particular order, are seen to be highly desirable.

Leadership Experience

Successful senior leadership and administrative experience gained in a teaching and/or comprehensive university, ideally at the level of Vice-President and/or President. Has a thorough knowledge of university governance, including Senate, and the wide range of academic and administrative units that comprise a successful university. Experience working positively in a unionized environment and a deep understanding of Labour Relations strongly preferred. Through experience, has gained an appreciation for continuous life-long learning, applied education, applied research and scholarship and the role of post-secondary institutions in society. Candidates could bring executive experience from the public, private, or not-for-profit sectors provided they can demonstrate a depth of exposure and/or experience to the post-secondary sector.

Broad Academic Perspective

An advocate for the wide range of programs offered at CapU including diplomas and degrees to serve all campuses and communities. Ideally brings an exemplary personal record as an educator and researcher. Supports academic freedom in the context of CapU's unique, collegial model.

Strategic Vision

Capacity to envision, articulate and champion what CapU can contribute and become in our rapidly-changing global higher education environment. Ability to effectively understand CapU's unique history, mandate and placement in the current post-secondary landscape. A record of success in developing and implementing strategic plans for a complex organization. An innovative, whole-systems thinker with respect to the University's place in society and the world. Demonstrates integrative problem-solving skills and can address current needs without losing sight of the big picture.

Decolonization, Indigenization and Reconciliation

Determined to further advance CapU's commitment to the recommendations of the Truth and Reconciliation Commission. Will ideally bring evidence of a deep, sustained commitment to reconciliation and Indigenous self-determination. Will embody and actively promote the values of decolonization, ensuring that Indigenous ways of knowing and being are meaningfully integrated into the University's governance, curriculum, research and community engagement. Will work in true partnership with local First Nations communities to carry out goals and actions that advance a vision of reconciliation and respectfully uphold Indigenous sovereignty, knowledge systems and languages in shaping a more inclusive and just academic environment. Will be an active and vocal advocate for Indigenous faculty, staff, and students, ensuring equitable representation, support systems and opportunities for leadership.

Diversity, Equity and Inclusion

A visible leader with a clear, responsive approach advancing equity, place-based inclusion, and anti-racism with an understanding of and commitment to equity, diversity and inclusion and supporting these principles and objectives within a complex organization. A demonstrated track record developing relevant policies and procedures, leading a culture of safety and inclusion, and advancing inclusive excellence in applied research, teaching and governance. Mindful of DEI while rooted in the connections to place.

Relationship Builder

Approachable, engaging and sincere. Has a track record of successfully building and maintaining highly productive relationships with a broad range of people including students, faculty, staff, board members, alumni, donors, officials at all levels of government, Indigenous communities, representatives of the business community and other sectors, and members of the community at large.



Teaching and Research Champion

A passion for the important role that teaching and research plays in society. Has an appreciation for the full range of scholarly activity and a thorough grasp of opportunities and challenges facing educators in Canada and beyond. Proven ability to advocate for the teaching and research needs of the entire university community. The energy, ability and commitment to build relevant partnerships outside of the university.

Student Champion

Has demonstrated a commitment to a culture where excellence in teaching and the learning environment is valued and rewarded. Enjoys interacting with students and developing strategies to engage students. A real affinity for the elements that contribute to a rewarding campus life. Cares about students and understands the factors that affect students' experience, learning and achievement.

Political Acuity

Has the ability and experience to be an effective partner and advocate with municipal, provincial and federal government officials to advance common interests. Brings the necessary diplomacy and persuasive abilities to be successful in a complex political environment.

Leadership and Management Acumen

A respectful, positive, compassionate, inclusive and engaging leadership style. Highly effective team leader and team member, with the demonstrated ability to build and work in a collegial and collaborative environment. Able to effectively lead and oversee a broad range of academic, financial, human resource and other functions across a complex, multi-campus organization. Demonstrated capacity to set goals, delegate effectively, problem-solve and hold others accountable for their performance. Brings a track record of success in working strategically with a Board and building an effective, high-functioning executive team. Brings experience in risk mitigation and can effectively manage crises. Has sufficient financial acumen and aptitude for budgetary and fiscal management.

Fundraising

Ideally has the capacity for, experience with and an interest in fundraising. Has the required skill to attract philanthropic, industrial and other partnership funds by building strong external linkages. Is committed to, and enthusiastic about, fundraising on behalf of the University.

Communication and Interpersonal Skills

Positive and clear communicator with an ability to stay calm under pressure. Able to listen actively and communicate effectively with a wide array of individuals and groups, including internally and externally. Builds trust through an open, respectful and collegial approach. Effective at communicating to the public through the various forms of media and public events. Brings the energy and time management skills required to be successful in this demanding position. Highly personable; a genuine people-person who will be interested in and will reach out to individuals at all levels. Has high emotional intelligence, exhibits humility and engages naturally with others.

Academic Qualification

Brings an exemplary record as an educator and researcher. A PhD or comparable terminal degree required.

A significant and sustained effort will be made to encourage candidates from equity-deserving groups and with lived experience of marginalization (including BIPOC, 2SLGBTQIA + and persons with visible and non-visible disabilities) to apply.



5. Additional Information



Compensation

We offer a competitive compensation package that includes an attractive base salary and excellent benefits including a defined benefits pension plan. The typical annual salary range for this role falls between \$250,000 and \$282,000 and will be commensurate with experience, education and internal equity.

To Apply

To apply for the position, please submit your cover letter and CV to [Boyden](#).

Contact

For more information, please reach out to Khaleeda Jamal or Craig Hemer at Boyden via email at capu@boyden.com.



CapU Main Campus

2055 Purcell Way
North Vancouver, B.C.
Canada V7J 3H5

CapU Lonsdale

250-125 Victory Ship Way
North Vancouver, B.C.
Canada V7L 0G5

CapU Squamish Campus

3200 University Blvd
Squamish, B.C.
Canada V8B 0N8

káɫax-ay Sunshine Coast Campus

5627 Inlet Avenue
Sechelt, B.C.
Canada V0N 3A0

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