



Job ID: SCHII-24-24
Job Title: Director, Human Rights & Equity
Department: Human Rights & Equity
Campus: Thunder Bay, ON
Status: Full Time
Job Category: Schedule II

Date Posted: April 25, 2024
Closing Date: May 9, 2024

Why Lakehead University?

Lakehead University is seeking qualified candidates for the position of a Director of Human Rights and Equity. Thunder Bay is one of Canada's top emerging cities. Here you will find a mix of modern city living and the best of nature – all on your doorstep. Thunder Bay provides small city affordability, big city opportunities and the bonus of a superior lifestyle. When it comes to location, nature and cost of living, Thunder Bay is one of the best places to live in Canada. For more on the vibrant city of Thunder Bay, visit thunderbay.ca.

At Lakehead University we challenge the conventional to provide a university experience that's far from ordinary. Your unique ideas will be respected and encouraged. Join our thriving academic community where you can make a real difference through innovation and collaboration.

Lakehead is a comprehensive University with a reputation for innovative programs and cutting-edge research. In 2022, for the third year in a row, Lakehead University was included in the top 100 of the Times Higher Education Impact Rankings. Lakehead is the highest ranked university in the world with under 10,000 students. Maclean's has once again included Lakehead University among Canada's top 10 primarily undergraduate universities in the magazine's 2023 University Rankings.

About this Job

Reporting to the Vice-President (Administration & Finance), the Director of Human Rights and Equity works both independently and collaboratively supporting the advancement of human rights, sexual violence prevention and response, and equity, diversity, and inclusion within the university community (students, employees and volunteers) through services such as: information and consultation; education and training; complaint investigation and resolution; policy and practice development and implementation. The Director of Human Rights and Equity is a senior administrator whose role is to manage the day-to-day operations of The Office of Human Rights and Equity ("OHRE") which is an arms-length department and to provide timely and reliable consultation to the Board of Governors, Executive Team, senior management, the student union, and other members of the university community. In addition, the Director, in collaboration with senior management, oversees the implementation of Lakehead's Equity,



Diversity, and Inclusion Action Plan, titled *Accessing Excellence Together*. See <https://www.lakeheadu.ca/sites/default/files/EDI%20Action%20Plan%202019-2024%20Accessible.pdf>

Job Duties & Qualifications

The ideal candidate will have extensive knowledge and understanding of the University's governance structure, strategic initiatives, and activities, which includes the University's legal duties and obligations to its students, employees, and volunteers under applicable legislation. Additionally:

- A post-secondary graduate degree or an equivalent level of education and experience. A law degree or related experience as a legal advocate is a strong asset.
- Extensive knowledge and understanding of human rights, sexual violence prevention and response, and/or equity, diversity, inclusion, and decolonization principles and practices gained through 8 years or more experience in a similar role.
- Demonstrated experience in case management in complex circumstances, which includes a working knowledge of trauma-informed practices.
- Experience in developing and delivering education and training workshops to diverse audiences in topics related to human rights, sexual violence, and/or equity, diversity, inclusion, and decolonization is a strong asset.
- Experience working with Indigenous or racialized communities, and/or members of other equity-deserving groups is a strong asset. A lived experience of any of these issues is preferred.
- The ideal candidate will have exceptional interpersonal and communication skills, which includes strong decision-making and conflict resolution skills.

Working Conditions

Office environment

What do We Offer?

This position offers a competitive remuneration package including salary, comprehensive benefits package, life insurance, enrolment in the CAAT DBPlus pension plan, and tuition waiver.

Lakehead University has a commitment to supporting employees and providing opportunities for flexible and diverse work arrangements. We are proud to share the Alternate Work Arrangement Guideline as a step to creating innovative schedules that work for our employees to promote a quality work-life balance. Please inquire with the hiring manager if this position is eligible for an Alternate Work Arrangement.

How to Apply

Interested applicants may apply by clicking on this link to this [Google Form](#) and attaching your cover letter and resume in word or PDF format.



Lakehead
UNIVERSITY

Employment Opportunity

If you are experiencing any issues with the Google Form, please email humanres@lakeheadu.ca for assistance.

We appreciate your interest; however, only those selected for an interview will be notified. Lakehead University is committed to creating a diverse and inclusive environment and welcomes applications from all qualified individuals including women, racialized persons, Indigenous people, persons with disabilities and other equity-seeking groups. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. This is in accordance with Canadian immigration requirements.

Lakehead University is committed to supporting an accessible environment. Applicants requiring accommodation during the interview process should contact the Office of Human Resources at (807) 343.8010 ext. 8334 or human.resources@lakeheadu.ca to make appropriate arrangements.