



OPPORTUNITY PROFILE

Dean, Donald School of Business

About Red Deer Polytechnic

Red Deer Polytechnic is more than a post-secondary institution.

We are a community of dedicated and skilled faculty, staff, learners and partners who are **making a positive impact in the world.**

Unbound by tradition, the education and training offered at RDP are **fundamentally applied, skills-based and integrated with industry needs.**

We proudly serve our students and Alberta communities, contributing to the economic and social priorities of our province.

Red Deer Polytechnic's mandate, mission, vision and values guide us in everything we do.

As we look to the future, our [2030 Strategic Plan: Productivity & Social Impact](#) will guide us.

Check out all of our [publications and plans](#).

Visit rdpolytech.ca to learn more.

The Opportunity

The Dean is a senior academic leader who advances Red Deer Polytechnic's vision through integrated strategic, academic, and operational leadership within the Donald School of Business. As a member of the Polytechnic Leadership Team, the Dean contributes to enterprise decision-making and drives alignment between academic programming, institutional priorities, and evolving labour market and economic needs.

The Dean is accountable for delivering high-quality, relevant, and responsive programming across both credit and non-credit portfolios, including Continuing Education and Corporate Training. This includes advancing applied research, work-integrated learning, and community-engaged learning, while positioning the school as a key contributor to workforce development, lifelong learning, and regional prosperity in Central Alberta.

Operating within a polytechnic and entrepreneurial model, the Dean fosters innovation, market responsiveness, and strategic partnerships with industry, government, and community. The role champions integrated pathways, access, and learner success, ensuring programming is accessible, flexible, and aligned with the needs of diverse learners.

The Dean cultivates a high-performing, inclusive culture grounded in equity, diversity, inclusion, and Indigenization, while enabling faculty, staff, and academic leaders to excel, innovate, and contribute to institutional and community impact.

Key Roles & Responsibilities

Strategic & Institutional Leadership

- Provide strategic and enterprise leadership to advance institutional priorities, aligning academic, operational, and applied learning initiatives across credit and non-credit/Continuing Education within RDP's polytechnic and entrepreneurial model.
- Cultivate and steward strategic partnerships with industry, community, and external stakeholders to drive program relevance, applied research, work-integrated learning, and lifelong learning opportunities.
- Represent the School as a senior academic leader in engagements with government, regulators, and accrediting bodies, ensuring effective advocacy, compliance, and alignment with funding and policy frameworks.
- Lead transparent, data-informed communication with senior leadership on School performance, strategic priorities, emerging trends, and labour market intelligence to inform institutional decision-making.
- Drive cross-institutional collaboration to advance interdisciplinary programming, integrated learner pathways, and operational effectiveness across Schools and service divisions.

People Leadership

- Provide strategic leadership for faculty and staff recruitment, development, performance management, and employee relations, ensuring alignment with institutional priorities, collective agreements, and a high-performance culture.
- Exercise senior leadership accountability for hiring, managing, and, where necessary, disciplining or dismissing non-academic staff in accordance with institutional policies.
- Lead, mentor, and develop the Director and Associate Deans to ensure excellence in the delivery of integrated credit and non-credit portfolios, including Continuing Education and corporate training.
- Establish and optimize organizational structures, processes, and teams to enable effective delegation, collaboration, and operational agility.
- Foster and sustain a culture of entrepreneurship, innovation, and accountability, empowering faculty and staff to advance new ideas, responsive programming, and continuous improvement aligned with a polytechnic model.

Resource & Financial Management

- Provide accountability for multi-year financial planning, budgeting, forecasting, and resource allocation to ensure sustainable School operations.

Academic & Learner Success

- Provide strategic oversight of the development, delivery, and quality assurance of academic and Continuing Education programming, ensuring alignment with accreditation, transfer, and workforce standards, while integrating digital and flexible learning approaches to enhance access and responsiveness.
- Champion a learner-centred approach that advances recruitment, retention, and success for diverse student populations, including adult, Indigenous, international, and Continuing Education learners, while aligning credit and non-credit programming to create seamless pathways that meet evolving industry and workforce needs.

Continuing Education and Corporate Training & External Engagement

- Establish and lead a multi-year strategy for Continuing Education and Corporate Training (CETC) that aligns with institutional priorities, regional workforce needs, and revenue diversification goals. Identify and advance market-responsive programming opportunities, including micro-credentials, customized corporate training, and flexible delivery models.
- Build and sustain strategic partnerships with industry, government, and community partners to co-create relevant, high-impact training solutions.
- Ensure strong financial oversight and accountability for CETC, including revenue generation, cost recovery, and sustainable growth.
- Integrate credit and non-credit programming to support flexible pathways, stackable credentials, and lifelong learning.
- Foster an entrepreneurial, client-focused culture that enables innovation, responsiveness, and high-quality learner and partner experiences.

Critical Success Factors

- **Enterprise Leadership:** Contributes as a senior academic leader to institutional governance, strategy, and decision-making, shaping polytechnic priorities and advancing cross-institutional initiatives.
- **Entrepreneurship, Innovation & Partnerships:** Drives innovation in programming and applied learning, fostering an entrepreneurial culture and advancing strategic partnerships that support growth and responsiveness.
- **Industry and Workforce Alignment:** Leads engagement with industry and advisory bodies to ensure programs are aligned with evolving workforce needs, skills demands, and regional economic priorities.
- **Applied Learning and Student Outcomes:** Champions high-impact experiential and work-integrated learning, ensuring strong learner outcomes, employability, and applied skill development.

- Institutional Integration (Systems Thinking): Leads cross-school and service collaboration to enable integrated pathways, operational efficiency, and alignment across credit and non-credit programming.
- Decision Authority: Exercises senior academic and operational decision-making authority within the School, including program direction, resource allocation, and people leadership, aligned with institutional frameworks.
- Strategic Contribution: Leads academic planning and program development, contributing to institutional strategy through evidence-informed, market-responsive decision-making.
- People Leadership: Provides strategic leadership to faculty and academic leaders, building leadership capacity, fostering engagement, and enabling a culture of accountability, innovation, and performance.
- Financial Oversight: Accountable for School-level financial sustainability, including budget planning, resource optimization, and alignment with entrepreneurial and revenue-informed operating models.
- Operational Complexity: Leads within a complex, multi-faceted academic environment, balancing quality, growth, and operational agility across diverse programming and delivery models.

Key Qualifications

Professional Experience

- 5-10 years experience of progressively responsible leadership experience in post-secondary or related sectors, demonstrating success with external partnerships, industry engagement, and collaborative ventures that support learner pathways, applied learning, and Continuing Education;
- 5-10 years leadership experience in academic administration, applied learning environments, or Continuing Education settings, with demonstrated success in strategic planning, program development, and implementation within a polytechnic or similar context; plus
- Demonstrated tolerance for ambiguity and reasonable risk taking, with proven ability to lead teams through change, build collaborative cultures, and support innovation in both credit and non-credit programming.

Education

- A graduate degree from a recognized institution is required; a terminal degree (e.g., PhD, DBA, EdD) is preferred depending on discipline and program needs

Compensation

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

Express Your Enthusiasm

Leaders International values diversity, equity, and inclusion in all aspects of our operations. Candidates are invited to contact us directly with any accommodation requests.

To apply, please email your cover letter and resume (PDF or Word document only—preferably as one document) to **Anurag Shourie or Cam Geldart** at apply@leadersinternational.com, indicating the job title in the subject line.

Leaders International Executive Search

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