



## **OPPORTUNITY PROFILE**

### **Dean, International**

## 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](http://rdpolytech.ca) to learn more.

## The Opportunity

The Dean, International is a senior academic and administrative leader who advances Red Deer Polytechnic's vision through integrated strategic, academic, and operational leadership for international education. As a member of the Polytechnic Leadership Team, the Dean contributes to enterprise-level decision-making and drives alignment between international strategy, institutional priorities, and global and regional labour market demands.

The Dean is accountable for the strategic direction, delivery, and continual enhancement of international recruitment, global partnerships, and international student services. The role ensures a high-quality, responsive, and holistic learner experience for prospective and current international students, supporting recruitment, retention, and student success.

The Dean strengthens Red Deer Polytechnic's global presence and reputation by fostering strategic partnerships with international academic institutions, government, business, and community stakeholders. Through these relationships, the Dean enhances global engagement, increases partner participation and sponsorship, and supports pathways that connect international learners to academic programs.

Through effective leadership of faculty, staff, and academic leaders, the Dean enables teams to excel, innovate, and contribute to institutional sustainability, global impact, and Red Deer Polytechnic's role as a destination of choice for international learners.

## Key Responsibilities

### **Strategic & Institutional Leadership**

- Provide strategic and enterprise leadership to advance Red Deer Polytechnic’s internationalization priorities, aligning global recruitment, partnerships, and international student services within RDP’s polytechnic and entrepreneurial model.
- Cultivate and steward strategic international partnerships with academic institutions, government agencies, industry, and community organizations to enhance global engagement, mobility pathways, applied learning opportunities, and workforce aligned outcomes for international learners.
- Represent Red Deer Polytechnic as a senior leader in international education engagements with governments, regulators, sector organizations, and external partners, ensuring effective advocacy, regulatory compliance, risk management, and alignment with policy, immigration, and funding frameworks.
- Lead transparent, data-informed communication with senior leadership on international education performance, enrollment trends, market intelligence, risk factors, and emerging global opportunities to inform institutional planning and decision making.
- Drive cross-institutional collaboration to advance integrated international learner pathways, operational effectiveness, and a cohesive approach to international recruitment, student support, and global engagement across academic Schools and service divisions.

### **People Leadership**

- Provide strategic leadership for the recruitment, development, performance management, and where required, dismissal, within International Education, ensuring alignment with institutional priorities and collective agreements.
- Establish and continuously optimize organizational structures, processes, and teams to enable effective delegation, collaboration, and operational agility.
- Foster and sustain a culture of professionalism, innovation, accountability, and continuous improvement that empowers teams to respond to global market dynamics and deliver high-quality service and learner experiences.

### **Resource & Financial Management**

- Provide accountability for multi-year financial planning, budgeting, and resource allocation to ensure the sustainability, risk management, and financial performance of the International Education portfolio.

### **Academic & Learner Success**

- Provide strategic oversight of international recruitment, onboarding, retention, and services to ensure a high-quality learner experience aligned with institutional standards and regulatory requirements.
- Champion a learner-centred approach that advances access, inclusion, retention, and success for international learners by integrating academic pathways, student services, and support mechanisms that respond to diverse learner needs and global contexts.

### **Global Engagement, Partnerships, and Market Development**

- Establish and lead a multi-year Business Plan that aligns with institutional priorities, enrollment sustainability, and risk diversification.
- Build and sustain strategic international partnerships with academic institutions, government bodies, sector organizations, and community stakeholders to enhance global visibility, learner pathways, and institutional reputation.
- Ensure strong financial oversight and accountability for international recruitment and partnership activity, including revenue generation, market risk management, and sustainable growth.

## **Critical Success Factors**

- **Enterprise Leadership:** Contributes as a senior leader to institutional governance, strategy, and enterprise decision-making, shaping internationalization priorities and advancing cross-institutional initiatives.
- **Entrepreneurship, Innovation & Global Partnerships:** Drives innovation in international recruitment, partnerships, and service delivery, fostering an entrepreneurial and market-responsive culture that supports global engagement and sustainable growth.
- **Global Markets and Workforce Connectivity:** Leads engagement with international partners, sector bodies, and employers to ensure international pathways align with workforce needs and economic priorities.
- **International Learner Experience and Outcomes:** Champions high-quality international learner experiences, supporting access, retention, completion, and post-study outcomes through integrated services, pathways, and partnerships.
- **Institutional Integration (Systems Thinking):** Leads cross-school and service collaboration to enable coordinated international recruitment, learner supports, and pathway development aligned with institutional objectives.
- **Decision Authority:** Exercises senior academic and operational decision-making authority within the International Education portfolio, including market strategy, resource allocation, risk management, and people leadership, aligned with institutional frameworks.

- **Strategic Contribution:** Contributes to institutional strategy through evidence-informed, market-aware decision-making related to global engagement, enrollment sustainability, partnerships, and regulatory environments.
- **People Leadership:** Provides strategic leadership to staff and leaders within International Education, fostering engagement, accountability, professional excellence, and a culture of service and continuous improvement.
- **Financial Oversight:** Accountable for financial sustainability within the International Education portfolio, including enrollment-driven revenue planning, resource optimization, and risk diversification.
- **Operational Complexity:** Leads within a highly regulated, global, and market-sensitive operating environment, balancing growth, compliance, service excellence, and agility across international recruitment, partnerships, and student supports.

## Key Qualifications

### Professional Experience

- 5-10 years experience of progressively responsible senior leadership experience in post-secondary education or a related sector, demonstrating success in international education, global engagement, external partnerships, and collaborative ventures that support international learner pathways, enrollment sustainability, and institutional reputation;
- 5-10 years leadership experience in international education, global partnerships, or related administrative environments; plus
- Demonstrated tolerance for ambiguity and reasonable risk taking, with proven ability to lead teams through change, navigate complex and regulated operating environments, build collaborative and inclusive cultures, and support innovation in international recruitment, partnerships, and student support services.

### Education

- A graduate degree from a recognized institution is required; a terminal degree is preferred.

## 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](mailto:apply@leadersinternational.com), indicating the job title in the subject line.

**Leaders International Executive Search**

[www.leadersinternational.com](http://www.leadersinternational.com)