



The Ontario Association of Non-Unionized University Employees (OANUE) is seeking an exceptional leader to serve as a Trustee Nominee representing OANUE on the University Pension Plan (UPP) Board of Trustees.

This is a highly visible and influential governance role at the heart of one of Canada's most significant and rapidly evolving public pension plans.

Who You Are: You are comfortable asking thoughtful questions, tackling complex issues, and contributing meaningfully to decisions that will have a lasting impact on plan members and participating institutions. You bring a strong understanding of the university sector and its unique governance, operational, and stakeholder considerations; direct experience within the post-secondary environment is considered an asset.

Who We Are: We represent thousands of non-unionized university employees whose voices matter in shaping the future of retirement security, pension governance, and employee representation across Ontario's post-secondary sector.

Ready to Make an Impact?

If you are excited by the opportunity to influence the future of one of Canada's leading pension plans, amplify the voice of non-unionized university employees, and help shape the next chapter of OANUE's growth and influence, we want to hear from you.

This Opportunity Is Ideal for a Leader Who:

Governance & Leadership

- Brings integrity, independence, sound judgment, and strong governance acumen, with the confidence to navigate complexity and exercise fiduciary oversight

Strategic Perspective

- Brings a strategic, future-focused mindset with the ability to see the big picture, balance competing priorities, and help guide UPP's continued growth and evolution

Financial Acumen

- Brings strong financial and pension governance acumen, with the ability to assess risk, interpret complex information, and contribute to sound Board decisions

Champion for Non-Unionized Employees

- Brings a passion for representing non-unionized university employees, ensuring diverse voices are heard while advancing OANUE's interests through a broad, organization-wide lens

Relationship Building & Communication

- Brings exceptional communication and relationship-building skills, with the ability to earn trust, bridge diverse perspectives, and influence stakeholders through collaboration, clarity, and credibility.

Future-Focused Leadership

- Brings a forward-thinking perspective on emerging trends, technology, and workforce change, along with the credibility and presence to champion public trust and represent OANUE and UPP with confidence.

Expected Time Commitment: 80-100 hours annually

Application Deadline: Tuesday, August 4th, 2026

To apply for this key role, submit your application to Phelps by clicking:

<https://phelpsgroup.ca/careers/31248/ontario-association-of-non-unionized-university-employees-oanue-board-of-trustee/apply/>

AI will not be used in the candidate screening process.

Phelps is conducting this search directly in partnership with OANUE. All applications, expressions of interest, and inquiries related to this opportunity should be directed to Phelps. To ensure a fair and consistent recruitment process, please do not contact UPP Board members, employees, or representatives directly regarding this opportunity. Any outreach to UPP will be redirected to Phelps.

About Ontario Association of Non-Unionized University Employees

The Ontario Association of Non-Unionized University Employees (OANUE) was established in 2015 to provide a strong and collective voice for non-unionized employees within Ontario's university sector, ensuring their interests are represented in the governance of the University Pension Plan (UPP). Formed during the creation of UPP and incorporated as a not-for-profit organization in 2016, OANUE serves as an important advocacy and advisory body, representing non-union employees on matters related to pensions, benefits, compensation, and employment. Through its governance role, OANUE helps nominate non-unionized employee representatives to the UPP Board of Trustees, promotes engagement and collaboration across participating universities, and ensures the perspectives of non-union employees are considered in key decisions affecting the future of pension governance in Ontario's post-secondary sector.

