



## Associate Vice President, Transformation

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| <b>Job Requisition</b>      | JR100557 Associate Vice President, Transformation (Open)                                                                                                                                                                                            |
| <b>Job Family</b>           | Leadership - Executive Management                                                                                                                                                                                                                   |
| <b>Start Date</b>           | 07/17/2026                                                                                                                                                                                                                                          |
| <b>End Date</b>             | 08/01/2026                                                                                                                                                                                                                                          |
| <b>Primary Posting</b>      | No                                                                                                                                                                                                                                                  |
| <b>External Posting URL</b> | <a href="https://nait.wd10.myworkdayjobs.com/NAIT_Careers/job/Main-Campus/Associate-Vice-President--Transformation_JR100557">https://nait.wd10.myworkdayjobs.com/NAIT_Careers/job/Main-Campus/Associate-Vice-President--Transformation_JR100557</a> |

### Description

Ready to start your next chapter with NAIT?

At NAIT, we're passionate about building a team of talented, dedicated professionals who share our commitment to excellence and innovation. Your skills and experience can shape the future of education and make a real impact in our community.

If this opportunity feels like the right fit for you, we encourage you to apply and join us in creating a brighter future – together.

#### Important Application Deadline Notice

Please note that Workday closes job postings at 11:59pm MST on the day before the posting end date listed above.

To ensure your application is received, submit no later than 11:59pm MST the day prior to the posting end date.

#### Internal NAIT Employees

Current NAIT employees are welcome to apply for this opportunity. To be considered, please submit your application through the NAIT Jobs Hub rather than the external career site.

NAIT is seeking an exceptional leader to serve as our next Associate Vice President (AVP), Transformation. Reporting to the Vice President Administration and Chief Financial Officer, the AVP provides enterprise-level leadership for NAIT's institutional transformation agenda. As a key member of the Senior Leadership Council, the AVP builds and stewards the organizational capabilities, governance disciplines, and cultural conditions that enable NAIT to set priorities, execute complex change, and sustain institutional momentum through periods of significant challenge and opportunity.

This is a rare opportunity to shape how a leading Canadian polytechnic advances its strategic priorities — not by managing projects in isolation, but by strengthening NAIT's collective capacity to govern enterprise work, align resources, adopt change, and realize lasting value. The AVP operates at the intersection of institutional strategy, operational delivery, and organizational culture, serving as a trusted advisor on matters of transformation, resilience, and long-range institutional positioning.

#### The Opportunity:

As a member of NAIT's Senior Leadership Council, the AVP, Transformation plays a critical role in advancing a portfolio of enterprise initiatives aligned with NAIT's strategic and financial priorities. Working across institutional boundaries, you will build trusted relationships with academic and administrative leaders, translate strategic direction into coordinated execution, and ensure NAIT has the governance, discipline, and capacity to deliver on its commitments.

The capabilities that report into this role — spanning portfolio and project governance, change management, enterprise risk, policy, operational excellence, and business insights — are not simply a portfolio of functions. They are the institutional machinery through which strategy becomes execution. The AVP is accountable for building, connecting, and continuously strengthening that machinery so that NAIT can set priorities with confidence, sequence work deliberately, and sustain the conditions for change to take hold.



Success in this role requires holding two time horizons simultaneously. In the near term, the AVP is accountable for ensuring the institution is performing well and positioned for what is coming over the next two to three years. Looking further ahead, the AVP contributes to NAIT's long-range institutional foresight — examining emerging trends, shifting sector dynamics, and possible futures, and advising on the strategic choices that need to be made now in light of where NAIT needs to be in the decade ahead.

### Key Responsibilities:

- Lead NAIT's enterprise transformation portfolio, providing governance, oversight, and strategic direction across a suite of interconnected capabilities — including portfolio and project management, change management, enterprise risk, policy, operational excellence, and business insights — that collectively enable NAIT to translate strategy into sustained institutional outcomes.
- Oversee the planning, execution, and delivery of NAIT's flagship transformation initiatives — such as Project RISE — ensuring alignment with institutional priorities, including RISE's target of \$50M in annualized structural improvement by 2028.
- Strengthen enterprise prioritization, planning, and portfolio decision-making practices, translating NAIT's strategic direction into coordinated, executable work and ensuring institutional resources are directed toward the highest-value outcomes.
- Lead institution-wide change management, stakeholder engagement, and cultural adoption, ensuring transformation initiatives are designed and delivered in ways that build understanding, trust, and sustained behavioral change across NAIT's diverse community.
- Build and steward enterprise risk and resilience practices, institutional policy governance, and operational effectiveness frameworks that support sound decision-making and long-term sustainability.
- Contribute to NAIT's long-range institutional foresight by scanning for emerging trends, sector shifts, and evolving stakeholder needs, and advising senior leadership on the strategic choices and organizational positioning required to navigate possible futures in the decade ahead.
- Monitor and report on portfolio performance, providing regular and high-quality updates to the Executive Management Committee (EMC), Senior Leadership Council (SLC), and the Board of Governors.
- Develop and maintain trusted partnerships across NAIT's academic and administrative portfolios, and engage effectively with external stakeholders and partners where institutional interests and strategic priorities require it.
- Lead, develop, and empower a high-performing, multidisciplinary Transformation team, fostering a culture of accountability, continuous improvement, and collaborative execution.

### Leadership Competencies:

- Think at an enterprise level while maintaining accountability for delivery and measurable results.
- Navigate institutional complexity with confidence, integrity, and a consistent bias toward clarity.
- Lead change that endures — designing for adoption and embedding new ways of working across diverse stakeholder groups.
- Build trusted relationships and influence without authority across senior leadership, governing bodies, and the broader NAIT community.
- Demonstrate integrated thinking across financial, operational, people, and strategic considerations.
- Hold near-term performance accountability and long-range institutional thinking simultaneously, moving fluidly between execution demands and foresight.
- Communicate with precision and credibility to executive leaders, employees, governing bodies, and external partners.



- Inspire and develop people, building team capability and creating conditions for others to do their best work.

### Qualifications:

- A master's degree in Business Administration, Organizational Leadership, Public Administration, or a related field is required. An equivalent combination of education and significant senior leadership experience may be considered.
- Significant senior leadership experience with progressively increasing responsibility for enterprise transformation, organizational change, or strategic initiative delivery in a complex, multi-stakeholder environment.
- Demonstrated success leading large-scale organizational transformation in higher education, the public sector, or a similarly complex institution.
- Strong knowledge of enterprise portfolio management, governance frameworks, change management, risk management, and organizational effectiveness practices.
- Proven experience working with and reporting to executive leadership teams and governing bodies.
- Demonstrated capacity for systems thinking and long-range institutional planning, including comfort with ambiguity and the ability to integrate near-term performance demands with longer-range strategic foresight.
- Experience with enterprise technology implementation or digital transformation is considered a strong asset.
- Exceptional communication, relationship-building, influencing, and stakeholder engagement skills, with the ability to work effectively across institutional and organizational boundaries.
- A deep commitment to people-centered leadership, cultural stewardship, and the long-term health of the organization.

Applicants with education credentials earned outside of Canada should have their credentials evaluated by World Education Services (WES), International Qualifications Assessment Service (IQAS) or the Comparative Education Services (CES).

Remuneration: Refer to salary range noted on this posting, plus a comprehensive benefits package.

**The compensation range for this job posting is : \$193,849.08 - \$256,825.75**

NAIT is committed to a transparent, fair, and human-centered hiring experience. All candidates are assessed directly by our recruitment and hiring teams.

### About NAIT

We are known as one of Alberta's top employers. Being part of a community that makes a difference in the lives of students, staff, industry clients and partners, NAIT's culture reflects our shared values of respect, collaboration, celebration, creativity, and accountability.

People are what make NAIT great, and we prioritize the employee experience. For eligible positions, we offer [benefits and unique perks](#) focusing on health and wellness, work-life balance, recognition, and professional and personal growth. In addition to excellent vacation time, eligible employees receive paid time off between Christmas and New Year's.

NAIT supports a flexible work environment, enabling staff to request approval for on-campus, off-site, or hybrid work arrangements based on the nature of the role. Please note that remote positions require employees to reside within Canada.



NAIT is committed to fostering a safe environment that supports equity and cultivates inclusion through our Centre for Community and Belonging (CCB) and our [Equity, Diversity, and Inclusion Strategy](#). We are a proud partner of the Canadian Centre for Diversity and Inclusion. While we encourage all qualified applicants to apply, only those being considered will be contacted. If you require any assistance or accommodations, please connect with us at [careers@nait.ca](mailto:careers@nait.ca).

Please submit a resume and cover letter to be considered for this opportunity.

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|---------------------------------|-----------------------------------------------------------------------|
| <b>Worker Sub-Type</b>          | Permanent                                                             |
| <b>Remote Type</b>              | Hybrid                                                                |
| <b>Location</b>                 | Main Campus                                                           |
| <b>Time Type</b>                | Full time                                                             |
| <b>Locations</b>                |                                                                       |
| <b>Supervisory Organization</b> | Vice-President Administration and Chief Financial Officer (Mike High) |