

## **Executive Officer, Human Resources, Partnerships and Equity**

***This is an opportunity for a passionate, innovative, collaborative Human Resources leader with demonstrated strategic skills to enable significant change contributing to the continuous improvement of all aspects of Human Resource services, programs and practices of a large, complex school board. This leader's work will be guided by the values of equity, service excellence, and sustainability. If you are drawn to a senior leadership role which embraces service excellence, ongoing capacity building and development of an equitable and empowering education system at PDSB centred on inclusion and anti-oppression, this may be the role for you.***

The Peel District School Board is dedicated to the achievement and well-being of each student. Every day, staff members are privileged to serve approximately 157, 000 students in 250 schools throughout Peel District School Board and their families in communities as richly diverse and inspiring as any in the world. The new Executive Officer, Human Resources, Partnerships and Equity will be dedicated to the success and well-being of all PDSB students, to the growth and improvement of public education and the renewal of public confidence in the PDSB as the system works to address the Directives set out in the Ministry of Education Report, March 2020.

As Executive Officer, Human Resources, Partnerships and Equity, you will be responsible for the review and renewal of all Human Resource policies and practices in order to address serious challenges in the provision of these services to the schools and all Board departments. In this role, you will demonstrate your skills and experience in enacting a strategic, coherent, transparent and accountable approach to Human Resources and employee services. The leader assuming this role, will be vital in building an intentionally inclusive staff community as s/he effectively leads workplace equity and anti-oppression practices. You will be adept in supporting capacity building, equipping staff at all levels with the ability to advance student success, community confidence, equity, diversity and inclusion through the delivery of consistent, high quality, responsive and efficient services and professional learning opportunities.

Reporting to Associate Director, Operations & Equity of Access and, through a dotted line to the Director of Education, you will provide leadership in the strategic planning, development, implementation, evaluation and continuous improvement of all aspects of Human Resource services, programs and best practices. Your leadership is rooted in equity, inclusion and anti-oppression and you are familiar the core leadership capacities of the Ontario Leadership Framework. You will also provide a Human Resource perspective on various matters supporting the Director of Education, members of the Executive Team and the Board of Trustees. Candidates will be expected ensure Human Resource

services and programs are in alignment with employment legislation (ESA, OHSA, AODA, Human Rights Code, Education Act, Pay Equity Act, Collective Agreements, Ministry of Education Policy/Program Memorandum (PPM) etc.). You will act in the best interest of PDSB to mitigate and reduce employment risk or liability and consult with Legal advisors and staff on employment matters including investigations, arbitration, mediation, human rights complaints and Labour Board issues.

You are a champion of service excellence with a proven capacity to serve as an anti-racist and ethical leader. You are a senior-level administrator with a demonstrated knowledge and commitment to equity, anti-racism, anti-Black racism, anti-Semitism, anti-Indigenous racism, Islamophobia, homophobia, ableism and other forms of hate, discrimination and oppression. You will promote a shared understanding of equity, anti-racism and anti-oppression and making them foundational across the system in all employee services work. You are insightful about the relationship between support for staff performance excellence and the achievement of equity, well-being and student success. Your experience in leveraging cutting edge Human Resources practices based on commitment to service excellence and informed, transparent decision-making rooted in collaboration and respect will be the hallmarks of your leadership in this vital role.

As the Board's leader of Human Resources, Partnership and Equity, you be a member of the PDSB's executive leadership team, and as such, contribute to strategic initiatives aimed at meeting the Ministry's Directives and achieving the Board's mission and system-wide goals.

Peel DSB is seeking an innovator and evidence-based risk taker who is able to forge results in ambiguity and to mobilize the efforts of others. The right candidate is someone who is committed to working in an environment of high accountability and has a strong track record of working successfully to support staff autonomy and continuous professional growth while monitoring outcomes. The Executive Officer, Human Resources, Partnerships and Equity must be prepared to support the Board's focussed response to the mandate set out in the Ministry of Education's Report on the Peel District School Board released March 13, 2020 to rebuild confidence in the community in the decisions made by the Board. The successful candidate must be able to work with staff and the community in ways that manifest a commitment to equity and establish faith in the Board's ability to address the needs of those students and staff who have been the most historically underserved.

A skilled communicator, known for your authenticity and integrity in your current role, you are a leader who is a compelling relationship builder who will encourage coherence in process and implementation across the Department and in the work of Human Resources staff with other departments. You will build and maintain strong working relationships with all labour partners to support effective problem solving and to ensure encouraging and productive working environments for all staff in their efforts to advance student well-being and achievement.

The Executive Officer Human Resources, Partnerships and Equity will have a Master's degree in education or another relevant field with 5-7 years of experience as senior leader with Executive responsibilities in a public sector environment. You will also have an in-depth understanding of the mission and purpose of public education and the best practices of evidence based Human Resources services, programs and policies.

- Demonstrated experience in leveraging cutting edge Human Resources practices based on commitment to service excellence and informed, transparent decision-making rooted in collaboration and respect will be the hallmarks of this leader's commitment.
- Leading the process of changing attitudes and creating widespread understanding and support for inclusive practices in every facet of the Department's operations.
- Engaging in proactive policy development, awareness and promotion related to equity, anti-racism, human rights and anti-oppression as they relate to human resources processes. Given the current perceptions of the Department's functioning expressed by a wide range of stakeholders involved in the consultation regarding this role, it is clear that this leader must be an expert in organizational redesign and development to address the many concerns about out-dated policies, inconsistent delivery and lack of role clarity within the Department.

You have demonstrated resilience and courageousness in the face of opposition to dismantling systemic inequities and you will lead with transparency holding yourself and staff to high levels of accountability. Your leadership will be marked by collaborative professionalism and you will be focussed on maximizing the cross-functional work of the Human Resources Department and breaking down silos.

To be considered for this position, please send a cover letter and resume by February 22, 2021 to:

Frank Markel, JMG/LBCG Consulting for Impact

fmmphd@gmail.com

Please specify "PDSB Executive Officer, Human Resources, Partnerships and Equity Application" in the subject line of your email.



| JOAN M. GREEN & ASSOCIATES

## The Peel District School Board

The Peel District School Board is committed to equity in employment. The Board is committed to equitable hiring practices that allow it to hire qualified staff who reflect the full diversity of the Region of Peel. We will make any reasonable accommodation, based on any of the human rights protected grounds, to support candidates to participate in the hiring process.

### **Land acknowledgement**

We would like to acknowledge that the Peel District School Board's HJA Brown Education Centre is located on Treaty 13A of The Mississaugas of The Credit First Nation. We are grateful to The Mississaugas of the Credit First Nation as the caretakers of this land and recognize the benefits we receive from this land. We also acknowledge and give thanks to the First Nations, Inuit and Métis Peoples who have walked before us. This land continues to be home for First Nations, Inuit and Métis Peoples, many who are students in Peel schools.

We are all Treaty People. Treaties are promises to protect and share the land. As we all mutually benefit from this land, we must remember that we borrow land from future generations.

## Joan M. Green & Associates/LBCG

We are mindful of the importance of championing diversity amongst candidates. The project team is fluent in current diversity, inclusion, and anti-oppression practices. We are committed to ensuring a respectful and inclusive recruitment process.

### **Accommodation Statement:**

Joan M. Green & Associates/LBCG fosters a culture of inclusion. We will make any appropriate accommodation based on any of the protected grounds in the Human Rights Code to support candidate participation in the recruitment and selection process. All candidates will be provided with an understanding of the expectations and requirements of the process, in order to ensure full participation of all qualified candidates.

### **Together with LBCG, Joan M Green and Associates make the following acknowledgement with respect to Reconciliation with Indigenous Peoples:**

With humility and in the continuing spirit of being active participants in the reconciliation of Canada and the Indigenous Peoples of the land, we acknowledge that we are working and living on the traditional territory of many nations including the Mississaugas of the Credit River, the Anishnabeg, the Haudenosaunee and the Huron-Wendat, which today is home to many diverse First Nations, Inuit and Métis peoples. As a firm and individually, we are educating ourselves to know and understand the Truth and participating with Indigenous colleagues to play our part in advancing Reconciliation.