



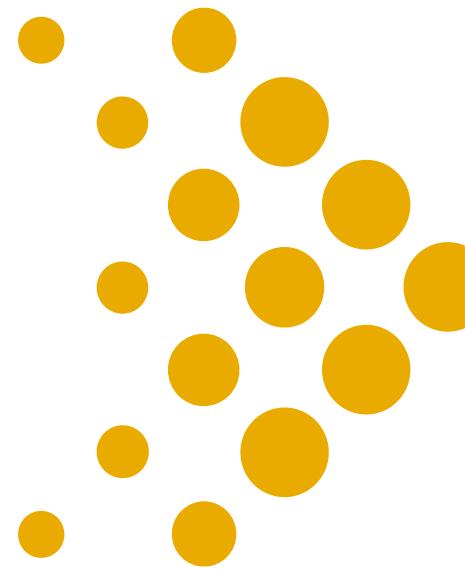
KBRS

Executive Brief

**Senior Scholar,
Northern Social Work**



Yukon
University





Land Acknowledgement

At YukonU, we honour and respect the cultures, languages, heritage, Traditional Knowledge and worldviews of Yukon First Nations by proudly walking alongside them on their paths to self-determination and cultural revitalization.

In our commitment to decolonizing education, we infuse our programming, research, services and student life with Indigenous Traditional Knowledge, perspectives, and ways of knowing, being and doing.



**Nakhwanyàa'in geenjit
shòh ìidilii.**

Gwich'in

**Nèkhwëtr'ënoh'ay häjit
shò tr'inlay.**

Hän

**Dàye yésóots'enindhän,
dàkhwäts'enè'in yū.**

Northern Tutchone

**Dákwānī'j yū shāw
ghàniddhän.**

Southern Tutchone

**Nohts'eneh'jj tsin'jj
choh ts'eninhän.**

Upper Tanana

Yak'é ixhwsatiní.

Tlingit

**Dahgáts'enehtān
yéh gutie.**

Kaska

Dahts'eneh'jh sùkùsen.

Tagish

**We are happy to
see you.**

English



Organizational Profile

Yukon University is Canada's only university north of the 60th parallel. As an institution that offers a broad range of programs and is as committed to the value of skilled trades training as it is to the value of a diploma or a degree, Yukon University meets the education needs of the North. With tailored learning opportunities and programs, the University's thirteen campuses play a critical role in delivering education throughout the Yukon.

Yukon University traces its history to the founding in 1963 of the Whitehorse Vocational and Technical Training Centre (soon after renamed the Yukon Vocation and Training Centre), located on the banks of the Yukon River in downtown Whitehorse. College status was granted in the spring of 1983 when the Yukon Vocational and Technical Training Centre became Yukon College, and in 1988 the Whitehorse campus moved from downtown to its current location, 2km up the hill. In the spring of 2020, Yukon College was granted university status and all thirteen campuses were renamed Yukon University.

As a new university, YukonU builds on existing strengths and will be known for unique, relevant, niche programming, and research in the areas of: Indigenous self-determination and governance; climate change – society and environment; and resource development, technology, and innovation.

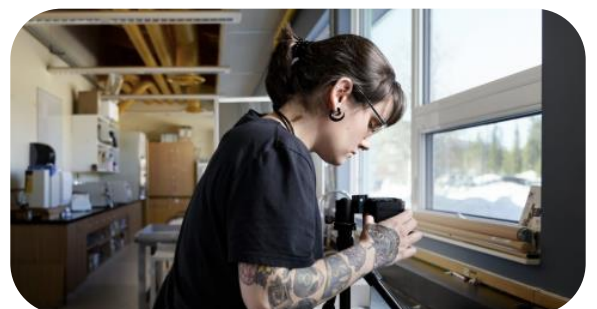
With over 50 degree, diploma, certificate, and trades programs, local learners access opportunities without needing to leave home – those from across Canada and internationally are invited to deepen their understanding of YukonU's rapidly changing circumpolar world.

We invite you to view this [short video](#) introducing Yukon University.



Yukon University at a Glance

- **13 campuses throughout the Yukon**
- **Home to over 4,600 students, including:**
 - Over 1,200 full and part-time credit students
 - Over 3,400 non-credit students each year
- **Just over a quarter of students identify as Indigenous**
- **Over 200 graduates per year**
- **Over 300 full time staff and about 200 staff are casual or contract**
- **10 Schools or Programs including:**
 - [Continuing Studies](#)
 - [Indigenous Self-Determination and Governance](#)
 - [School of Liberal Arts](#)
 - [School of Health, Education and Human Services](#)
 - [School of Skilled Trades](#)
 - [School of Science](#)
 - [School of Business & Leadership](#)
 - [Innovation and Entrepreneurship](#)
 - [Centre for Northern Innovation in Mining](#)



Mission & Vision

Mission

We provide inclusive, quality education experiences that equip learners to seize opportunities, make change and positively impact local and global communities.

Vision

Yukon University will become a thriving learning and research community leading Canada's North.

Values

Integrity

We exist with commitment and responsibility to academic freedom, research integrity and scholarly excellence. Honesty, fairness, respect and ethical behavior guide all we do. We encourage uncompromising questioning of the status quo, both in our institution and in our impact in the world. We promote bold and confident action in our quest for better solutions to the pressing problems of the North and the world.

Quality

Quality is imperative to bringing our mission to life. We promote high-quality programs and services by aligning our priorities with our resources and investing strategically. We invite external perspectives as required, to help us improve continuously in all facets of our operations. We strengthen a culture of excellence, including in the development and delivery of relevant, innovative programs and courses.

Just Society

We embrace our influence as a driver of social and environmental change. Advancing a just society for all means we recognize that we are part of a collective and that we have responsibilities to and for each other. We are committed to Truth and Reconciliation and to support the self-determination of Yukon First Nations. We also see our role in advancing equity, diversity and inclusion in all our endeavors. That's why we empower students, staff and faculty to achieve their fullest potential and help to create a kinder, better future for all.

Relationships

Respectful relationships bind our common purpose. Above all else, we nurture a culture of deep listening, critical dialogue and respectful engagement. We care about the wellbeing and connectedness of our employees and students; through this profound sense of belonging, together we create the community that is Yukon University. We were built on a foundation of reciprocal relationships with Yukon First Nations, government, community and industry partners, and we will continue to invest in these relationships so that we can remain responsive to the education and training needs of the North.



Strategic Plan

The establishment of Yukon University in May 2020 achieved a significant objective of the institution’s 2013 and 2016 strategic plans. Both plans were created following extensive consultation with Yukoners and set by the Board of Governors, which draws representation from Yukon First Nations, Yukon communities, students, staff, and faculty.

In late 2020, Yukon University embarked on the development of its first five-year strategic plan as a university. The Board of Governors engaged with and sought input from Yukon First Nations governments, the business community, municipal leaders, the Yukon University Foundation, as well as The President’s Advisory Committee on First Nations Initiatives, Indigenous youth and elders, Yukon Community Campuses, Yukon staff and faculty, the Governing Council of the Centre for Northern Innovation in Mining and, the general public.

In August 2021, the Board appointed a new President to finalize and implement this Strategic Plan. The 2022-2027 Strategic Plan, ‘Becoming’ is well underway and outlines the fundamental aspirations and priority actions for Yukon University as they grow as a university.

For more details on Yukon University’s plans and reports, we invite you to visit [here](#). This webpage includes:

- [Yukon University’s Strategic Plan: Becoming \(2022 – 2027\)](#)
- [Academic Plan \(2023 – 2028\)](#)
- [2022-2023 Year-in-Review](#)
- [Yukon University Viewbook 2023 - 2024](#)
- [Audited Financial Statements \(2022 - 2023\)](#)



Position Profile

Yukon University is at an exciting stage in its evolution and is seeking a Senior Scholar to deepen the knowledge in northern social work at YukonU. With a new Strategic Plan, Academic Plan, and Reconciliation Framework, YukonU is committed to providing Yukoners and Northerners with more postsecondary education options close to home. This will include the development of a made-in-Yukon Social Work degree. In addition to significant engagement with Yukon First Nations, community organizations, and current and past students, this new degree will be informed by three decades of experience from our degree partnership with University of Regina. The successful candidate will be at the heart of this project, playing a key role at all stages of degree development, in addition to providing high-quality learning experiences to students and engaging in research and scholarly activity relevant to the North.

YukonU's Social Work program will offer theoretical knowledge, experiential opportunities, and clinical and land-based practices that reflect the diverse cultures, historical contexts, systemic influences, and specific implications relevant to the field and practice of Social Work in the North. The program will also identify and implement trauma-informed, reconciliation-focused practices that honor the important contributions, traditional knowledge, and lived experiences of Yukon First Nations and Indigenous Peoples in Canada. The successful candidate will teach, engage in research and scholarly activity, develop curriculum, and work collegially with peers across YukonU's academic community.

Position Profile

Key Responsibilities and Priorities

The key priorities and responsibilities for the Senior Scholar, Northern Social Work are as follows:

- Teaching at the undergraduate level, including supervision of students;
- Engaging in degree development including program mapping, course and curriculum development, and ensuring on-going relevance to needs identified in collaboration with Yukon First Nations;
- Engaging in research and scholarly activity, including in research that is partnered, co-created and/or co-led with Indigenous Peoples and drawing on Indigenous Knowledges, and in the supervision of and mentorship of students engaged in research; and
- Cultivating an inclusive, equitable, and collegial work environment across all activities.
- Playing a key role at all stages of degree development for the made-in-Yukon Social Work degree.
- Providing high-quality learning experiences to students.
- Engaging in significant collaboration with Yukon First Nations, community organizations, and current and past students.
- Informing the new degree with experience from the existing degree partnership with the University of Regina.
- Offering theoretical knowledge, experiential opportunities, and clinical and land-based practices in the Social Work program.
- Identifying and implementing trauma-informed, reconciliation-focused practices.
- Honoring the contributions, traditional knowledge, and lived experiences of Yukon First Nations and Indigenous Peoples in Canada.
- Engaging in research and scholarly activity relevant to the North.
- Developing curriculum and working collegially with peers across YukonU's academic community.
- Contributing to the evolution of Yukon University's new Strategic Plan, Academic Plan, and Reconciliation Framework.
- Ensuring the Social Work program reflects the diverse cultures, historical contexts, systemic influences, and specific implications relevant to Social Work practice in the North.
- Ensuring ongoing relevance of the Social Work degree to the needs identified in collaboration with Yukon First Nations.
- Fostering a learning environment that integrates both academic and practical knowledge in Social Work.
- Supporting the development of postsecondary education options that are accessible to Yukoners and northerners.
- Emphasizing the importance of integrating traditional knowledge with academic practices.
- Enhancing student experiences through engagement in research that is partnered, co-created, and/or co-led with Indigenous Peoples.



Ideal Candidate Profile

Experience and Qualifications

While the Search Committee recognizes that no one candidate is likely to meet all the following qualifications in equal measure, they are desirable and will be used in the assessment of candidates for the position:

- A doctoral degree in Social Work;
- Strong scholarly and/or creative activity in the field of Social Work, preferably in partnership with Indigenous, northern, or rural/remote communities;
- Significant Social Work experience in direct practice and/or clinical settings, preferably in a Yukon, northern, or rural/remote context;
- Previous postsecondary teaching experience; and
- Demonstrated commitment to institutional service, whether within a university context or through community engagement.
- Prior experience in any of the following areas will be considered assets:
 - Developing curriculum and conducting program assessments; and/or
 - Teaching through distance-education technologies.
 - Experience in developing research programs and designing and carrying out complex research projects in an academic environment.
 - Experience with project management and demonstrated organizational skills.
 - Experience developing and writing successful funding proposals.
 - Academic writing experience.
 - Excellent supervisory skills.
 - Experience creating student research projects and, supervising and mentoring students.
- Mentoring emerging faculty;



Ideal Candidate Profile (Continued)

Competencies and Personal Attributes

Student-Focused

You embrace and champion YukonU's culture of inclusivity and its student-focused values and can authentically connect with students. You value and respect active student engagement and foster a culture within which all student voices are encouraged and heard. As a visible leader, you actively participate in student life on campus and challenge students become leaders as local and global citizens.

Relationship Building, Collaboration & Communication

As a natural connector, you have a highly collegial and collaborative style, excellent communication skills, and the ability to build and inspire the community around you. You value relationships within, across, and outside the University and actively build and maintain relationships that support business and community goals. You allocate time and effort to building genuine connections and understanding and meeting the needs of internal and external partners. You are comfortable with diverse communities, and would be excited to speak on behalf of the Faculty's and the University's mission.

Commitment to Equity, Diversity, Inclusion and Accessibility

You have a strong commitment to increasing accessibility, equity, and diversity, and the ability to maintain an inclusive climate that reflects a deep understanding of and respect for diversity, interdependence, interconnectedness and cultural complexity. You bring a global perspective to your work and act with empathy, compassion, and humility to create equal opportunity for all individuals and communities.

Vision & Innovation

You envision possibilities and mobilize people to realize them. Energized by diverse ideas, thoughts and perspectives, you have the courage to support innovative thinking in your teams and champion the strategic initiatives of others. You view tactical problems or initiatives from a broad perspective and emphasize solutions that support strategic objectives.





Living in Whitehorse, Yukon

Whitehorse was built on the traditional territory of the Taa'an Kwächän and the Kwanlin Dün nations and is home to some of the most spectacular scenery in Canada. Named the Wilderness City, Whitehorse is nestled on the banks of the famous Yukon River surrounded by mountains and pristine lakes. With gorgeous scenery and a vibrant city lifestyle, it's no small wonder over 30,200 people enjoy living here year-round. A healthy economy, small town values, a safe environment in which to raise a family, and access to the great outdoors makes Whitehorse one of the best cities in Canada in which to live and work. Whitehorse provides diverse services to all outlying communities. Its economic base includes mining, transportation services, tourism, and government services.

Whitehorse is the capital and largest city of Yukon and the largest city in northern Canada. It is Yukon's only city. Whitehorse's downtown and Riverdale areas occupy both shores of the Yukon River, which originates in British Columbia and meets the Bering Sea in Alaska. Because of the city's location in the Whitehorse valley, the climate is milder than comparable northern communities such as Yellowknife. At this latitude, winter days are short and summer days have up to about 19 hours of daylight. Whitehorse, as reported by Guinness World Records, is the city with the least air pollution in the world.



Living in Whitehorse, Yukon (Continued)

Whitehorse is served by the Erik Nielsen Whitehorse International Airport and surface access to Whitehorse is provided by a network of highways, including the international Alaska Highway connecting the Yukon with Alaska, British Columbia, and Alberta highway networks. Whitehorse has several schools as part of a Yukon Government-operated public school system and offers French immersion at both the primary and high school level.

Whitehorse's proximity to the wilderness and the northern range of the Rockies allows its residents to enjoy a very active lifestyle. The city has an extensive trail network within its limits, estimated at 850 km (528 mi), including sections of the Trans Canada Trail. These trails are used for a variety of non-motorized and/or motorized activities. The Yukon River in and around Whitehorse provides many opportunities for kayaking and canoeing.

To learn more about Whitehorse Yukon, we encourage you to visit:

- <https://www.whitehorse.ca/>
- <https://www.travel yukon.com/en/discover/regions/whitehorse>



Becoming a Candidate

The following is a list of the steps that we anticipate in this executive search. We would also like to bring to your attention several key issues we would recommend you consider as you navigate the search process.

Applications can be submitted online at <http://www.kbrs.ca/Career/18248>.

Interview with KBRs

As we receive the applications of interested candidates, we compare them against the key selection criteria set by the Search Committee. We arrange to speak with those candidates whose experience and qualifications are closest to the ideal candidate profile.

In your initial interview with KBRs, we will seek to understand more about your background, qualifications, experience, and interest in the position.

As you move forward in the search process, to ensure you are seriously interested in the position, we will ask you to consider:

- **Terms of an appointment** including compensation and benefits.
- **Relocation** including housing, schools, relocation assistance and other matters of importance to you. If a physical move will be unacceptable to you, please determine that at this stage.
- **Alignment** of this role and organization to your personal objectives and preferences. If you have questions that you would need to have answered before deciding to pursue this role, please let us know. If appropriate, we will attempt to arrange a conversation between you and our client so you can make a well-informed decision.
- If you are an **international candidate or foreign worker**, in addition to applying for this position, you may want to explore the Government of Canada's website to learn more about [Working in Canada at this link](#).

After considering these factors, in fairness to everyone concerned, please do not proceed further with this process if you are unlikely to accept the position if it is offered to you. We will ask our client to extend the same courtesy to you.

Search Committee Interviews

The Search Committee will consider all candidates and invite a small group to move forward. Typically, this next step is an interview with the Search Committee and facilitated by a lead from KBRs.

If there is a desire to move forward with your candidacy after the initial interview with the Search Committee, you will be invited for further conversations with the Search Committee and University community. The format and nature of these conversations will allow you to learn more about Yukon and the University community and begin to set the conditions for successful integration of the Senior Scholar, Northern Social Work es. The Committee commits to respecting the confidentiality of your interest throughout this process.

Shortly after these conversations, if both you and the Search Committee wish to proceed, we will work with you and Yukon University to create mutually acceptable terms of employment subject to the Committee's satisfaction with background and reference checks.

Resume Accuracy/Background Checks

If you progress to the interview stage, you will be asked to provide information to allow our client to conduct a thorough background check, including reference checks and verification of your education, designations, and awards. We will seek your permission to perform these verifications before we proceed. Should you decide not to allow verification of your background, credit or criminal history, our client will be informed, and they will decide how to proceed with your candidacy.

Becoming a Candidate (Continued)

Reference Checks

Reference conversations will take place should you advance past the initial Search Committee interview. You will be asked to provide references who represent 360-degree working relationships you have had for the past several years, whether supervisors, peers, or subordinates, as determined by Yukon University. KBRs's policy is to present to our client a minimum of three to six references before an offer is made.

Privacy and Confidentiality

KBRs respects the privacy and confidentiality of personal information provided by candidates for our search assignments. The above information will be in accordance with the Personal Information Protection and Electronic Documents legislation. A copy of our Privacy Policy is available for your review on our website at <https://www.kbrs.ca/privacy-policy>.

Offer Etiquette

We ask that you honour two standards of professionalism if you choose to become a candidate in this process:

- If an offer is extended to you, you commit to holding the details in confidence (with the exception of discussing it with members of your immediate family) and agree that you will not discuss the offer with your present employer.
- If you say you will accept the offer our client can count on your word, otherwise please withdraw as a candidate. We want our client to avoid the substantial loss of time and opportunity cost that would accompany a reversal of your decision, as you would want to avoid handing in your resignation and then having our client cancel your offer.

Experiencing feelings of self-doubt when making a career change are common and should be prepared

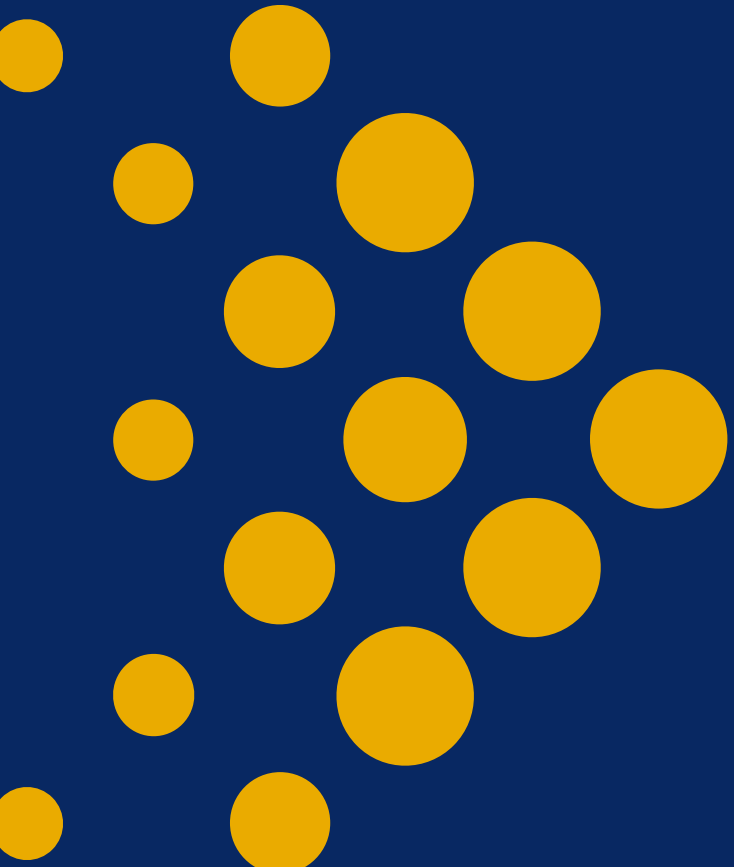
for. If either of these standards of professionalism are unacceptable, please let us know before becoming a candidate.

Equity, Diversity and Inclusion Statement

Yukon University is a place of learning that is accessible and open to all. We respect all cultures, and the expression of all ideas and opinions, because diversity enriches our learning environment. We honour the cultures and heritage of Yukon First Nations, and we value the contributions of traditional knowledge and Indigenous world views.

KBRs will provide support in the recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. If you require accommodation in order to participate as a candidate in the recruitment process, please contact accommodate@kbrs.ca.





*Thank you for your interest
in this position. We will do
our best to keep you
informed throughout the
search process.*

Contact Us in Confidence



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