

MARCH 2026

# Executive Brief

In the recruitment of the  
**Vice-President, Reconciliation**  
for Yukon University



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## Organizational Profile

### YUKON UNIVERSITY

Our 13 campuses are located on the traditional territories of the 14 Yukon First Nations. We respect and honour Yukon First Nations knowledge, worldviews and educational priorities in every aspect of YukonU. Yukon University is Canada's newest university, and 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 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.

**13**  
campuses

**14**  
Yukon First Nations  
Territories

**1963**  
founded

**2020**  
university status

**50**  
programs

## **STRATEGIC PLAN**

Yukon University is about to embark on the development of its second strategic plan as a university. It will engage governments, citizens, and organizations across the territory.

The 2022–2027 Strategic Plan, *Becoming* will conclude in June of 2027 having set the stage for the future of the university.

Soon, we will embark on creating a new visionary plan that looks ahead over the next 50 years.



## VISION AND MISSION

### **Vision**

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

### **Mission**

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



## OUR VALUES

### **Integrity**

We exist with commitment and responsibility to academic freedom, research integrity and scholarly excellence. Honesty, fairness, respect and ethical behaviour 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 endeavours. 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



## **YUKONU AT A GLANCE**

There are [13 Yukon University campuses](#) throughout the Yukon.

### **Home to students and employees across the Yukon**

- Over 700 full-time equivalent students
- 371 permanent and term employees – 394 casual and contract staff
- Over 10,00 continuing studies learners
- 20% of all students identifying as Indigenous

### **7 schools or programs**

- [School of Indigenous Governance](#)
- [School of Social Sciences and Humanities](#)
- [School of Health, Education and Human Services](#)
- [School of Skilled Trades](#)
- [School of Science](#)
- [School of Business & Leadership](#)

## **Polaris Project**

As we near the conclusion of our first Strategic Plan, we are embarking on one of our most transformative opportunities to date – the construction of a new science building.

Captured within the project name of "Polaris," the building to be realized will, through its design and intention, invite and cultivate an interplay between Yukon First Nations culture and ways of knowing, and western approaches to learning and knowledge generation. It will become a place to learn, to teach and to create knowledge in new and transformative ways, and a place that opens minds to different approaches and to new ideas for the direct purpose of helping to advance understanding of complex issues of relevance to the North.

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

- [Annual Report](#)
- [Audited Financial Statements](#)
- [2015 Ayamdigut Campus Master Plan](#)



## GOVERNANCE

### Board of Governors and Senate

Yukon University operates under the authority of the [Yukon University Act](#) and is governed by a Board of Governors and a Senate. The [Board of Governors](#) act on behalf of the public. As representatives from both the University and community, their role is to set and govern the University's mission and strategic plan. The academic governance of the University is vested in [Senate](#), as outlined in the Yukon University Act.

### University Chancellor

The [Chancellor](#) of Yukon University is appointed by the Board of Governors and acts as a bridge between the institution, the students, and the broader community.

## ADMINISTRATION

### President & Vice Chancellor

Yukon University is forging a new future, for the North, for the Yukon, and for the institution. Please click [here](#) to learn more about YukonU's President, Dr. Shelagh Rowles.

### President's Executive Council

The [President's Executive Council](#) represents all the divisions across the institutions. The Council is the decision making and advisory table for topics and issues that are under the President's authority.

### Senior Leadership Team

The purpose of the [senior leadership team](#) is to advise the president on cross-institutional issues and activities and to ensure communication throughout the University.

### President's Advisory Committee on First Nations Initiatives (PACFNI)

The [PACFNI](#) is an external advisory committee to the President. It is comprised of educational representatives from each Yukon First Nation, and plays an important role by assisting Yukon University in its goal to increase the effectiveness of programs and services offered, with the ultimate goal being the success of all Yukon University students.

## Position Profile

The successful candidate will provide transformative vision, strategy, leadership, and guidance to advancing Yukon University's commitments to advancing reconciliation in Canada.

Reporting to the President, the Vice-President, Reconciliation (VPR) will provide leadership oversight to the implementation of the recently approved Reconciliation Framework, serving to steward the actions of the Framework and to work alongside fellow members of the President's Executive Committee to lead the implementation of these actions in accordance with the guidance and direction of the Indigenous Advisory Circle of the Board of Governors. Specifically, and from a place of informed understanding and respectful engagement, the VPR will work to set priorities and strategies that the university will implement to advance its journey of reconciliation.

### ABOUT THE ROLE

- The VP Reconciliation provides direct oversight for a team of both full and part-time employees, as well as providing oversight to several joint committees to support broader strategic initiatives across Yukon University.
- The role will require strong communication and coordination skills to collaboratively engage our internal and external communities in decolonization and indigenization of university operations with respect and reciprocity. The successful candidate will help to foster an environment where Indigenous students, faculty, staff, collaborators, Elders, and visitors can thrive in a safe and culturally competent campus.

*The specific areas of administrative oversight and/or collaborative leadership include:*

- The Yukon University First Nation's Initiatives unit
- The Yukon University Elders on Campus program
- The EleV programs on Innovative Learning Partnerships for Indigenous Youth
- Yukon University's twelve community campuses
- Yukon University's federal, First Nation, territorial, and municipal government relations

### **The Value You Bring as a First Nations Citizen**

As a First Nations Citizen from the Yukon, you bring an understanding of this special place. You have seen the development of a College in the Yukon and the transition of that College to a University with a goal of providing access to post-secondary education for all citizens of the Yukon and Yukon First Nations. Your understanding of the north and your passion for its future will influence the direction of Yukon University for future generations.

- You are a purpose driven professional with a community focussed spirit who is committed to advancing Reconciliation within the university and throughout the Yukon Territory.
- You are committed to developing and maintaining strong relationships with both internally and externally to the university.
- You are a strong leader who is connected to community who operates with purpose, integrity and humility in all aspects of your life.



## EXPECTATIONS AND OPPORTUNITIES

- Represent YukonU in our advancement of the Reconciliation Framework, working collaboratively to develop institutional capacity and expertise to ensure its successful implementation and measuring and communicating progress along the way.
- Work with other senior leaders to coordinate, assess, enhance, and report on various First Nations initiatives, programs, and projects across YukonU.
- Serve as a coordinating and strengthening presence for the many units and people involved in First Nations initiatives across the university.
- Work collaboratively with leaders within Human Resources and across the university to develop an Indigenous hiring and retention strategy using culturally specific proactive outreach strategies, targeted hiring, and other avenues with a focus on Yukon First Nations people.
- Provide leadership as YukonU develops a process to confirm Indigenous citizenship/community membership in relation to employment positions, student scholarships, and/or other forms of material advantage created for Indigenous Peoples. This will be done in consultation with Yukon First Nations governments.
- Provide leadership provincially, nationally, and internationally on behalf of Yukon University on issues related to Indigeneity including decolonization, Indigenous community membership, citizenship, identity, sovereignty, and social justice.
- Provide leadership and oversight of community campus operations.
- Support Faculties, schools and units in continuing and enhancing their work regarding relationship-building, curriculum and program development, capacity building, as well as scholarly and creative work that is meaningful for Indigenous communities.
- Play an advisory role, as appropriate, with respect to research conducted for, by, and with Indigenous Peoples.
- Work in partnership with Yukon First Nations Governments and committees to provide voice and perspective to help the university uphold the commitments and aspirations of the Strategic Enrolment Management Plan, including planning for access pathways into higher education, transition and orientation programming, student retention and degree progression for Indigenous students, and experiential learning in communities for Indigenous and non-Indigenous students. Through leadership and example, elevate the priority of Yukon First Nations cultural practices and protocols as a key driver in shaping the future state for YukonU.
- Serve as the key point of guidance for the president with respect to Yukon First Nations protocols, practices and needs.
- In consultation with the Indigenous Advisory Circle of the Board, Yukon First Nations communities and governments, determines/develops the key accountability metrics to demonstrate progress on the reconciliation framework.

- Collaborates with the President's Executive Committee to monitor progress and develop reports and updates on the implementation of the reconciliation framework
- Represents Yukon University through active engagement on territorial, national and international committees and dialogues pertinent to Reconciliation and post-secondary education, and sharing/integrating best practices, as appropriate.
- Seeks and advocates for funding to advance the priorities of the Reconciliation Framework.
- As the Executive member responsible for Reconciliation, you will work collaboratively with all administrative

departments to guide and support the development and implementation of policies and processes, as well as the creation and use of metrics that ensure accountability to the Reconciliation Framework. Policy development will include policies within the Office of Reconciliation as well as supporting other departments in the university to update existing policies and create new policies to support the advancement of Reconciliation. Much of this work may be carried out in consultation with the Indigenous Advisory Council and Yukon First Nations communities and, where appropriate, aligned with the Accountability Framework.

**YUKON UNIVERSITY IS SEEKING AN EXCEPTIONAL LEADER WHO CONFIRMS THE FOLLOWING:**

- Contribute to the future of Yukon University through participation and collaboration on planning activities to inform and shape a long-term vision for YukonU.
- You are a Yukon First Nations citizen.
- You demonstrate a strong connection to Yukon First Nations Culture, Languages and cultural practice.
- You demonstrate a substantial connection to Yukon First Nations and have respectful relationships with First Nations leaders in the region.
- You hold a graduate degree, or other comparable combined qualifications and demonstrated leadership experience in an academic context.
- You value post-secondary education and the role that education can play in advancing reconciliation in Canada.
- You have leadership experience in Yukon First Nation organizations and extensive knowledge of Yukon First Nations communities including on various policies, statutes, and reports/initiatives pertaining to Indigenous people and post-secondary education (e.g. UNDRIP, TRC Calls to Action, MMIWG, RCAP, etc.).
- You have knowledge of and experience with post-secondary education initiatives, programs, and transformative practices in support of Indigenous education, student success, and community engagement.

*In addition, the following qualification and experience will be considered strong assets:*

- A record of mentorship or training in Indigenous knowledges and skills either at the community or institutional level.
- A clear understanding of, or experience with, academic administration, processes, and procedures.
- Experience working with post-secondary institutions in teaching, advisory, and/or planning roles.
- Knowledge of Indigenous research methodology, ethics, and experience with, plus the ability to provide guidance on policy or practice in this area.
- Experience working with organizational leadership, boards, and executive teams.
- Experience in financial and human resources management.
- The ability to effectively articulate an Indigenous perspective on current and emerging Indigenous issues to both Indigenous and non-Indigenous audiences.
- Strong relationships with Yukon First Nations Governments, the University's federal Government partners, the Government of the Yukon and Yukon communities to support the advancement of the university's mission, vision and commitment to reconciliation.
- Demonstrated ability to engage university leadership, government partners, faculty, students, and media on indigenization, university education, decolonization, and anti-racism.

## **COMPENSATION**

This is a full-time permanent position with Yukon University.

The position comes with a comprehensive pension and benefits package.

Salary is at the Executive Management Level 1 range and will be commensurate with experience and qualifications of the successful candidate.

## Deciding to Become a Candidate

To be considered, or for further information,  
please reach out to:

**Andrea Clark**

Director of Human Resources

**hr@yukonu.ca**

**867 456 8617**

Expressions of interest will be accepted until  
April 17<sup>st</sup> at 4:30 pm local time.