



KBRS

Executive Brief

**Dean, Faculty of Agricultural
and Environmental Sciences &
AVP, Macdonald Campus**



McGill

Land Acknowledgement

McGill University is located on land that has long served as a site of meeting and exchange amongst Indigenous peoples, including the Haudenosaunee (h oh - D EE - n oh - SH oh - n ee) and Anishinabeg (Ah-nish-ih-nah'-bey) nations. McGill honours, recognizes, and respects these nations as the traditional stewards of the lands and waters on which we meet today. We acknowledge and thank the diverse Indigenous peoples whose presence marks this territory on which peoples of the world now gather.





Organizational Profile

Founded in 1821, McGill University is one of Canada's best-known institutions of higher learning and one of the leading universities in the world. The University is both internationally and firmly rooted in Montreal – a global destination for scholarship and a city where different languages, cultures, and perspectives not only co-exist, but come together to create a unique community that is stronger because of its diverse parts.

McGill is recognized around the world for the excellence of its teaching and research programs. Students from more than 150 countries make up over 30% of McGill's student body – the highest proportion of any Canadian research university. Ernest Rutherford's Nobel Prize-winning research on the nature of radioactivity was conducted at McGill, part of a long tradition of innovation on our campuses, which includes the invention of the

artificial blood cell and Plexiglas. Today, our professors are building the new field of epigenetics, developing alternative energy sources from crop plants, and driving human achievement in every field imaginable.

In addition to a stellar faculty, McGill is known for attracting the brightest students from across Canada, the United States, and around the world. McGill students have the highest average entering grades in Canada, and our commitment to fostering the very best has helped our students win more national and international awards on average than their peers at any other Canadian university. The prestigious Rhodes Scholarship has gone to a nation-leading 147 McGill students and McGill's alumni network includes 12 Nobel Prize winners.



McGill at a Glance

McGill University is home to more than 39,500 full time **students** including:

- 27,085 Undergraduate students
- 10,344 Graduate students
- 647 Postdoctoral scholars
- 1,432 Residents and Fellows

More than 30% of this student body is international, with over half being non-native English speakers.

These students are enrolled across **11 faculties**:

- [Faculty of Agricultural and Environmental Sciences](#)
- [Faculty of Arts](#)
- [Faculty of Dental Medicine and Oral Health Sciences](#)
- [Faculty of Education](#)
- [Faculty of Engineering](#)
- [Faculty of Law](#)
- [Desautels Faculty of Management](#)
- [Faculty of Medicine and Health Sciences](#)
- [School of Continuing Studies](#)
- [Schulich School of Music](#)
- [Faculty of Science](#)

These faculties are represented by 1,778 tenured and tenure-stream **faculty**, including:

- 147 Endowed teaching and research chairs
- 234 Active Fellows of the Royal Society of Canada
- 182 Canada Research Chairs

McGill University is **ranked** highly among Canadian universities and among the top universities globally:

- Ranked **#1** in Maclean's Best Medical Doctoral Universities in Canada 2023
- Ranked **#31** in QS World University Rankings 2023
- Ranked **#46** in the Times Higher Education (THE) World University Rankings 2023, marking the 13th consecutive year that McGill ranks in the top 50 universities globally
- Ranked **#73** in the Shanghai Academic Ranking of the World Universities in 2022
- In 2023, named to the [Montreal's Top Employers](#) list for the 15th consecutive year

McGill **financial highlights** 2021-2022:

- Total combined sources of revenue 2022: \$1.58 billion



McGill's Strategic Academic Plan

The key ideas underlying the development of McGill University's **2017-2022 Strategic Academic Plan** are found in former Principal and Vice-Chancellor Suzanne Fortier's vision of a university that is open, connected, and purposeful. The Strategic Academic Plan has been extended and continues to evolve to integrate and support key priorities of Professor Deep Saini, McGill's 18th Principal and Vice-Chancellor.

The plan has five priority areas organized around three academic mission themes (student life and learning, research, community engagement) and two mission

support themes (work culture, physical and virtual campus). The five key objectives are:

- **Be open to the world**
- **Expand diversity**
- **Lead innovation**
- **Connect across disciplines and sectors**
- **Connect with our communities**

For more information on McGill's Strategic Academic Plan, please visit [here](#).

Mission

The mission of McGill University is the advancement of learning and the creation and dissemination of knowledge, by offering the best possible education, by carrying out research and scholarly activities judged to be excellent by the highest international standards, and by providing service to society

Principles

In fulfilling its mission, McGill University embraces the principles of academic freedom, integrity, responsibility, equity, and inclusiveness.



Strategic Research Plan

McGill is a world-class research-intensive, student-centred university with an enduring sense of public purpose. We are guided by our mission to carry out research and scholarly activities that are judged to be excellent by the highest international standards. Our researchers ask important questions and contribute within and across disciplines to address the most pressing and complex challenges facing humanity and the natural environment in the 21st century.

The [Strategic Research Plan \(SRP\)](#) lays the groundwork for McGill to reach into the future by enhancing its research capabilities, building and strengthening its strategic relationships, and growing its societal impact through knowledge mobilization beyond academia. The SRP also aims to promote exciting and creative responses to new challenges and opportunities as the research landscape and the social, cultural, economic, and technological realities of our world change.

The SRP has five **Core Commitments** that illustrate McGill's dedication to the pursuit of research excellence. These core commitments are:

- Fostering Creativity
- Promoting Innovation
- Problem Solving through Collaboration and Partnership
- Promoting Equity, Diversity, and Inclusion
- Serving Society

McGill is [signatory](#) to the **Declaration on Research Assessment (DORA)** which recognizes the need to improve the ways in which researchers and outputs of scholarly research are evaluated.

Learn more about McGill's vision, commitments, strategic research themes, and objects for sustained research excellence [here](#).



Commitment to Equity, Diversity and Inclusion

McGill University recognizes that excellence in teaching and scholarship requires the convergence and collaboration of individuals of diverse identities, experiences, and ideas. Equally important, McGill values respectful and inclusive learning and work environments, which seek to identify and challenge historic and systemic barriers to full participation in university life and to foster discovery, advancement, and accomplishment, all of which benefit our University and society more broadly.

McGill University's Equity, Diversity, and Inclusion (EDI) Strategic Plan (2020-2025) seeks to support institutional commitments through achieving specific goals across five themes over the next five years. Over this period, McGill will embed EDI in all core areas of the University, drawing on multiple strategic initiatives led by McGill's Principal and Provost over the last decade. The five themes are: Student Experience, Research & Knowledge,

Outreach, Workforce, and Physical Spaces. The University's Plan to address Anti-Black Racism tracks these five axes, deepening and elaborating on commitments within the EDI plan to confronting anti-Black racism.

McGill's Strategic Research Plan articulates multiple commitments and aspirations connected to EDI, recognizing that the potential for discovery and ground-breaking work is heightened when scholars enjoy freedom of inquiry in inclusive research communities marked by pluralism in terms of experience, identity, and ideology. Excellence is furthered by ensuring equity of opportunity in research, notably through funding, prizes, awards, mentorship, and graduate and postdoctoral training.



Centre for Indigenous People's Nutrition and Environment, Macdonald Campus

Truth and Reconciliation at McGill

As a national and global academic leader, McGill University has a crucial role to play in responding to the Truth and Reconciliation Commission (TRC) of Canada's Calls to Action. More precisely, McGill will heed the call of the TRC by engaging and collaborating with Indigenous communities to identify, explore and advance ideas, initiatives and plans that will embed Indigeneity in the life and activities of the University while seeking to enhance the presence and success of Indigenous students, faculty and staff at McGill.

In 2016, the Provost and Vice-Principal (Academic) struck a **Task Force on Indigenous Studies and Indigenous Education**, animated by recognition of Indigenous history, contemporary presence, and ways of knowing and learning; and by reconciliation, in heeding the TRC's calls to action, specifically

through educational and institutional efforts aimed at redressing historical legacies of injustice and restoring relationships with Indigenous peoples.

The Task Force was mandated to make specific, concrete recommendations for engagement, action, and innovation, and in June 2017 presented the University with a [final report](#) that included 52 specific Calls to Action. We have undertaken to build partnerships with Indigenous communities and to build pathway programs in collaboration with those communities.

The Task Force has provided updates on the 52 Calls to Action. To view these updates, including achievements and those in progress, please visit [here](#).



Faculty of Agricultural and Environmental Sciences

Overview

The Faculty of Agricultural and Environmental Sciences (FAES) is committed to excellence in teaching, research and service to ensure that humanity's present and future food, health and natural resource needs are met while protecting the environment.

The FAES, one of McGill University's 11 faculties, is at the forefront of advances in applied bioscience, food, nutritional and environmental sciences research and teaching. Located on the Macdonald Campus at the western tip of the island of Montreal, the Faculty is centred within one of the highest concentrations of high-tech activity in Canada. The FAES offers unique multidisciplinary research programs that bring together health, environment,

food and nutrition, bioproducts, biotechnology and the agriculture sectors.

The FAES's strategic research activities range from basic molecular sciences to applied agricultural, food and environmental sciences, with medical and industrial applications. In the last three years, the Faculty has leveraged \$45 million in research funding, led collaborations with several industrial and institutional partners, and developed numerous international projects. The Faculty's expansive facilities for teaching, training and research in applied biosciences and biotechnologies, including bioprocessing laboratories and environmental sciences, meet growing demand in these disciplines.

Faculty of Agricultural and Environmental Sciences (Continued)

Departments and Teaching Units

The Faculty of Agricultural and Environmental Sciences, which includes the Institute of Parasitology, the School of Human Nutrition and the Bieler School of Environment, conducts teaching and research that focuses on agriculture, nutrition, health and the environment.

Agricultural Economics – teaching and research in the application of economic theory and methods to problems in the global food system and the environment

Animal Science – teaching and research in modern animal agriculture and biology

Bioresource Engineering – teaching and research on engineering in the biological and environmental spheres, as well as agriculture

Food Science and Agricultural Chemistry – teaching and research in on chemistry, biochemistry, analysis, safety, and processing of food products

Natural Resource Sciences – teaching and research in natural and managed ecosystems for the purpose of conservation and optimal resource management

Plant Science – teaching and research in molecular and cellular plant biology, management of plant communities, and agricultural applications in a wide range of ecosystems

School of Human Nutrition – offers teaching and research on the improvement of human health during the entire life span by training future leaders in the role of macro- and micronutrients in health and disease.

Institute of Parasitology – research is centered around the main themes of pathogenesis/host defense mechanisms and the molecular basis of drug resistance/drug target discovery.

Bieler School of Environment – combines perspectives from the Faculties of Arts, Science, and Agricultural and Environmental Sciences and bridges disciplines from the sciences and the arts to prepare its students as environmental professionals who think beyond traditional boundaries.

For more information on the undergraduate and graduate programs offered, please visit [here](#).

AES Strategic Research Plan

The **Strategic Research Plan (SRP)** emerged from a broad, thoughtful and engaged debate across the units of McGill’s Faculty of Agricultural and Environmental Sciences (AES). It communicates our research priorities to key external stakeholders and audiences by providing a framework for aligning investment with Faculty priorities. The SRP recognizes the importance of individual expertise, academic disciplines and interdisciplinary collaboration to reach our research ambitions and goals. It also shapes how the Faculty links research with education in our undergraduate and graduate programs.

Our Faculty’s world-class research is expressed across six core themes. The richness and complexity of the web of inter-relations between research themes illustrated in the AES Strategic Research Plan fosters inter-disciplinary interactions at multiple levels. The six core themes are:

1. **Environment, Ecology, and Sustainability**
2. **Water, Soil and their Sustainable Management**
3. **Sustainable Crop and Livestock Production**
4. **Safe, Nutritious, and Secure Food Supply**
5. **Human Nutrition and One Health**
6. **Bioproducts, Biomaterials & Bioenergy**

Faculty of Agricultural and Environmental Sciences (Continued)

Research Centres, Networks, Units and Clusters

McGill University Centres and Networks are known around the world for conducting pioneering research that advances knowledge and provides real-world solutions to real-world problems.

The following research centres, networks and units are headquartered on the Macdonald Campus or led by researchers in the Faculty of Agricultural and Environmental Sciences:

- [Consortium for Research, Innovation and Transformation of Agri-Food \(RITA\)](#) – for the development of a prosperous, sustainable, and regionally-anchored food processing sector
- [NSERC ResNet](#) – promoting sustainable and resilient ecosystems throughout Canada
- [Margaret A. Gilliam Institute for Global Food Security](#) – acting as a hub of knowledge and training in food security
- [Centre for Indigenous People’s Nutrition and Environment](#) – created by Canada’s Indigenous leaders for participatory research and education to address concerns about integrity of traditional food systems
- [McGill Research Centre for Cannabis](#) – hub for integrated cannabis-related research activities
- [Quality Assurance and Quality Controls for Cannabis](#) – QAQCC program allows Canada to lead the charge in QA/QC for cannabis production and products
- [NSERC CREATE led by Genome Editing for Food Security and Environmental Sustainability](#) – designed to improve the mentoring and training environment for the Canadian researchers of tomorrow
- [BiofuelNet Canada](#) – driving the commercialization of advanced biofuels through research, innovation, smart policy and strategic partnerships
- [BioMass Canada \(BMC\)](#) – mobilizing Canada’s agricultural sector to commoditize biomass for bioenergy products, to benefit agricultural producers in all regions of Canada, while mitigating and adapting to a changing climate
- [Brace Centre for Water Resources Management](#) – brings together staff from several McGill faculties to undertake research, teaching, specialized training, and policy and strategic studies in water resources management, both in Canada and internationally
- [Macdonald Environmental Toxicology Research Cluster \(METRC\)](#) – brings together a community of multidisciplinary scholars at McGill’s Macdonald Campus who have a shared interest in research, development, and application of innovative and sustainable solutions to address pressing societal concerns over toxic chemicals in our environment
- [Clinical Nutrition Research Unit](#) – researchers study the long-term effects of diet or specific foods, on health status
- [Water Innovation Lab](#) – to develop technologies, best practices, and disseminate knowledge on sustainable water, food and environmental systems
- [NSERC CREATE in One Health Against Pathogens \(OHAP\)](#) – established to train experts in interdisciplinary research, communication, and crafting effective public policy



FAES Equity, Diversity and Inclusion and the Action Plan to address Anti-Black Racism

Much of our FAES's research addresses the most fundamental human needs for a healthy environment and access to nutritious food and, as such, supports vulnerable or marginalized populations throughout the world. Through education, research and outreach, we aim to empower individuals and communities with the knowledge and skills to solve challenging problems. At the same time, we want our community of students and staff to reflect the diversity of voices and experiences out there.

Through the [University's Equity, Diversity and Inclusion \(EDI\) Strategic Plan](#) and the [Action Plan to Address Anti-Black Racism \(ABR\)](#), we strive to achieve a level playing field where the numerous cultural, institutional, economic, or otherwise systemic barriers that limit diversity and equitable access to resources at McGill are eradicated.

Mandate

The Faculty Planning Committee (FPC) has been mandated to develop a faculty plan to address Equity, Diversity and Inclusion, and to focus on Anti-

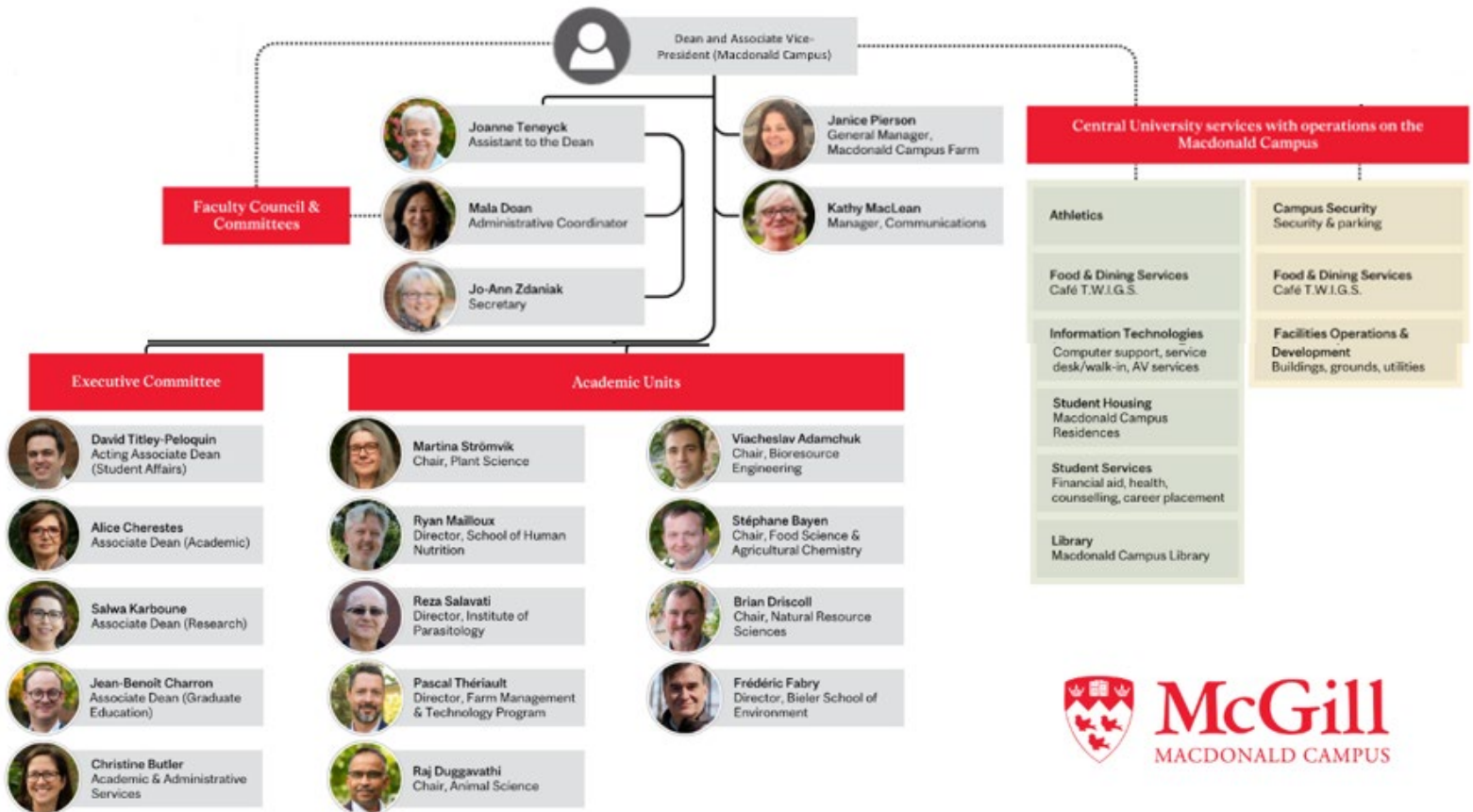
Black Racism. The plan will include specific actions, targets and timelines.

Action Items

The FPC is currently working on the following action items specifically for the Faculty of Agricultural and Environmental Sciences:

- Increasing the number of Black faculty members in the Faculty.
- Incorporating more content from Black authors into AES courses.
- Implementing the EDI plan in research laboratories campus-wide.
- Promoting and facilitating access for Black students to research internships and graduate programs.
- Improving the inclusivity of the campus' physical spaces through iconography that reflects the Black community, e.g. through the acquisition of art.

Faculty Organigram





Macdonald Campus

McGill's 650-hectare [Macdonald Campus](#), the largest green space on the island of Montreal and the largest private land holding in the region, is home to the University's Faculty of Agricultural and Environmental Sciences (AES), at the forefront of advances in applied bioscience, food, nutritional and environmental sciences research and teaching. The campus is home to the School of Human Nutrition, Institute of Parasitology and the Bieler School of Environment.

The Macdonald Campus stewards extensive collections and ecological assets, including the Lyman Entomological Museum and Research Laboratory, the McGill University Herbarium, the Macdonald Campus Farm, the Morgan Arboretum,

the forests, marshes and wetlands of the 51-ha Molson Nature Reserve, the waterfront and shoreline of Lac St. Louis. The beautifully landscaped campus with its wide open green spaces and quiet shorelines is also home to John Abbott College, the Ecomuseum and the Canadian Aviation Heritage Centre.

Effectively a community in its own right, the Campus supplies power to its buildings, operates and maintains over 70 buildings and cares for and maintains extensive horticultural assets as well as a 12-km campus road network. It also provides housing to a third of its students. During the academic year, more than 12,000 staff and students work or study on the Macdonald Campus.

Macdonald Campus (Continued)

Research Facilities on the Macdonald Campus

McGill's Macdonald Campus, home to the Faculty of Agricultural and Environmental Sciences, the School of Human Nutrition, the McGill School of Environment and the Institute of Parasitology, offers excellent teaching and research [facilities](#). Please see the list of facilities below and click on available links for more information.

- [Agronomy Research Centre](#)
- [Bioresource Engineering Machine Shop](#)
- [Clinical Nutrition Research Unit](#)
- [CT Scanning Laboratory for Agricultural and Environmental Research](#)
- [Dairy Information Systems](#)
- [Macdonald Campus Farm](#)
- [Food and Nutrition Laboratories](#)
- [Greenhouse \(Research\) and Growth cabinets](#)

[\(Phytorium\)](#) – see photo below

- [McGill University Herbarium](#)
- [High Pressure & Microwave Processing](#)
- [Horticulture Research Centre](#)
- [Large Animal Research Unit \(LARU\)](#)
- [Lyman Entomological Museum and Research Laboratory](#)
- [Mass Spectrometry Platform](#)
- [McGill Bird Observatory](#)
- [McGill IR Group](#)
- [Molson Nature Reserve](#)
- [Morgan Arboretum](#)
- [Multi-Scale Imaging Facility](#)
- [Earle W. Crampton Nutrition lab](#)
- [Parasitology Core Facility \(PCF\)](#)
- [Small Animal Research Unit \(SARU\)](#)
- [Lactanet \(Valacta\)](#)

Opening of the new Teaching Greenhouse, 2024 (Macdonald Campus)



Macdonald Campus (Continued)

Sustainability at Macdonald Campus

The Sustainability of Operations at Macdonald Campus Task Force, established by Dean Anja Geitmann in November 2019, is dedicated to raising awareness of current and future sustainability initiatives at Macdonald Campus, and to allow for transparency as Macdonald Campus sets, and achieves, various goals in the years to come.

The task force is comprised of employees and student groups from various parts of the campus, whose goal is to establish new initiatives that are both sustainable and meaningful to its community members.

In 2020, the task force surveyed the Mac Campus community to get a sense of the issues that were pertinent to their colleagues and evaluate their knowledge of existing sustainability initiatives. The results revealed common themes including banning single-use items, diversifying the green space, and ‘greening’ the campus infrastructure.

Macdonald Campus Orchard





Position Profile

Reporting to the Provost and Executive President (Academic), the Dean of the Faculty of Agricultural and Environmental Sciences & Associate Vice-President, Macdonald Campus, is the chief academic and administrative officer of the Faculty, responsible for the planning, development, coordination and implementation of its educational and research agenda. Working with the Faculty's community, the Dean will set academic priorities and provide leadership in the establishment of plans that achieve those priorities. The Dean will build consensus through a community building, collegial and collaborative approach among faculty, staff and administration. Correlative with these academic responsibilities, the Dean is responsible for setting the Faculty's annual budget, overseeing its campus development and operations, and determining appropriate faculty and staff complements. The Dean will be an ambassador with

the neighbouring communities and other external partners.

The Dean's role is pivotal in ensuring the future success of the Faculty and of the University. As a senior academic administrator at the University level, the Dean is instrumental in the development and articulation of institutional policies and procedures and in ensuring that all faculty, staff and students in the Faculty of Agricultural and Environmental Sciences are engaged in their implementation. The Dean is an essential partner of the President, Provost, Vice-Presidents and colleague Deans in setting directions and in supporting the values, vision and mission of McGill University.

Position Profile (Continued)

Key Responsibilities and Priorities

The key priorities and responsibilities for the Dean, Faculty of Agricultural and Environmental Sciences and AVP, Macdonald campus include:

- Foster a culture of excellence in research, teaching, and student experience, celebrating the talent, success, and collaboration among faculty and create clear strategies for faculty development and recognition;
- Work collegially with administration across the Faculty, creating and modelling a culture of trust and transparency;
- Promote an agenda of research productivity, including collaboration with other Faculties, appropriate external partners, with the objective of producing effective and engaging scholarship with local, national, and international reach;
- Encourage, support, and enable continuous academic program innovation and renewal to ensure the quality and relevance of the Faculty's and University's academic programs, with particular emphasis on interdisciplinary and multidisciplinary collaboration, and inter-campus collaboration;
- Foster a continuous improvement culture which supports innovation in teaching and delivery methods to support student recruitment and engagement;
- Promote research and practice that incorporates sustainability into teaching, learning and educational partnerships;
- Effectively recruit, retain, motivate and support faculty and staff across all departments, and foster a climate and culture that stimulates all to achieve the highest standards in teaching, scholarship, and service;
- Enhance and support student success through academic programs, research and student support services;
- Demonstrate deep commitment to proactive advocacy work regarding equity, diversity and inclusion, and work collaboratively to establish strategies and initiatives that support equity-based systemic change in the Faculty;
- Actively support McGill's Action Plan to Address Anti-black Racism and McGill's 52 Calls to Action that frame efforts to address truth and reconciliation with Indigenous peoples;
- Work collaboratively to create an innovative and dynamic strategic plan for the Faculty that will engage, inspire and motivate all faculty and staff to develop and execute;
- Work collaboratively with a variety of internal and external partners to continue to raise its achievements, reputation, and resources, as well as working collaboratively with decanal colleagues to promote interdisciplinary research and teaching across the University;
- Develop and sustain partnerships (local, provincial, national and international) with community organizations, educational institutions, government and industry affiliates, and agricultural business sectors;
- Partner with Indigenous communities and continue to support Indigenous engagement, empowerment and achievement;

Position Profile (Continued)

Key Responsibilities and Priorities (Continued)

- Play an active leadership role in the development and stewardship of funds secured by external resources and enhance opportunities to engage with alumni and donors;
- Actively participate in the administration and governance of the Faculty through working collegially with administrators across the University and working to advance institutional priorities;
- Allocate resources and oversee all budgetary matters for the Faculty, making sure they appropriately reflect the priorities of the University's and the Faculty's strategic plans.
- Lead implementation of the mission and vision for campus development in partnership with other stakeholders responsible for renovations, major reconstruction projects as well as capital construction initiatives.
- Interact regularly with Macdonald Campus senior managers, who are responsible for the day-to-day administrative and support services on campus, in order to realize campus and University priorities.
- Work with facilities management at Macdonald Campus and other internal and external stakeholders to determine future facilities needs through design review, and consultations.





Ideal Candidate Profile

The Dean of the Faculty of Agricultural and Environmental Sciences & Associate Vice-President, Macdonald Campus is expected to possess the expertise and vision to lead the Faculty in teaching, research and scholarship, and service. The successful candidate will be an accomplished scholar and administrator who has demonstrated excellence in their field of study and transformative accomplishments in research. With proven academic or industry leadership experience and a record of building inclusive teams and engaging with the community, the Dean and AVP will possess an open, collegial and inspirational leadership style, with the ability to empower faculty, staff, and students.

Experience and Qualifications

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

- A PhD in a discipline within the Faculty of Agricultural and Environmental Sciences.
- A distinguished record of scholarship and service consistent with appointment to the rank of full professor at McGill, or the equivalent relevant experience and knowledge outside of academia.
- Successful senior academic administrative or industry leadership experience, and proven track record of building and managing highly effective, inclusive and collaborative teams.
- Previous experience with strategic planning and innovative programmatic developments.
- Experience, skill and interest in developing partnerships in support of academic priorities.
- Commitment to, and ability to successfully engage in, advancement, fundraising and donor development.
- Experience developing and nurturing partnerships with industry, government, and academic and research institutes, nationally and internationally, to advance innovative research.
- An understanding of and a proven commitment to Indigenous engagement, achievement, and overall success with consideration of the Truth and Reconciliation Commission of Canada Calls to Action.
- Demonstrated commitment and success in advancing equity, diversity, inclusion, anti-racism and decolonization practices.
- Ideally bilingual, or at a minimum have strong working proficiency in French.
- Ideally has experience in or knowledge of the unique French speaking and multicultural context of Quebec and Montreal.
- Ideally has experience leading within a unionized environment.
- Ideally experience leading within a multi-campus environment.
- Ideally experience with infrastructure/facilities oversight or development.

Ideal Candidate Profile (Continued)

Competencies and Personal Attributes

Academic Leadership and Administrative Excellence

You have a commitment to fostering the development of all faculty and staff, and to mentoring and encouraging others to assume leadership roles in their work, within the University and in the broader community. You are passionate about creating an environment that fosters the recruitment and retention of diverse, talented faculty, staff and students. You are able to manage interpersonal conflict and to create and model a culture of trust and transparency. You are able to make decisions after appropriate consultation and to manage the effective execution of these decisions. A highly visible, accessible, positive and caring leader, you are an advocate for the students, faculty and staff. You possess sound financial judgment and be able to lead the development of the Faculty's budget and financial planning.

Strategic Leadership

You are a visionary and a planner who shares and invites ideas and inspires and engages others in pursuing shared goals. You possess the ability to develop, in a consultative style, a clear vision for the future of the Faculty within the context of the University's strategic objectives and plans. You have played a leadership role in the development and implementation of long-term plans and are able to lead change and improvement to move the Faculty ahead and enhance results. You are energized by diverse ideas, thoughts and perspectives and have the courage to support innovative thinking in your teams and champion the strategic initiatives of others. You possess an ability to see opportunities outside of your own discipline and bring a truly broad interdisciplinary and collaborative perspective to the Dean role.

Relationship Building, Collaboration and Communication

You have a strong understanding and appreciation of the collegial and consultative nature of the University and have a demonstrated capacity to work within and promote a culture of compassion and connection. Your personal communication style promotes inclusion and earns respect, trust, cooperation, and support within the Faculty and University. As a collaborative leader, you are committed to encouraging open channels of communication and consistent dialogue with members of the Faculty and will be an effective conduit of communication between the Faculty and the University senior leadership.

Commitment to Equity, Diversity and Inclusion

You have a demonstrated commitment to increasing accessibility, equity, and diversity, and the ability to maintain an inclusive climate wherein every member of the community feels validated and accepted. You believe that diversity and inclusion are integral components of a quality university experience. You bring a global perspective to your work and interact effectively and respectfully with people of different backgrounds. You understand the strength of an institution lies in the diversity of its students, faculty, and staff complement. You have a demonstrated commitment to Indigenization, decolonization and the Truth and Reconciliation calls to action, and can build strong relationships with Indigenous communities.

Competencies and Personal Attributes continued on next page...

Ideal Candidate Profile (Continued)

Commitment to Research and Academic Excellence

You have a deep commitment to, and are supportive of, excellence in teaching and learning and research. You have an ability to promote the reputation and the research potential of the Faculty and to pursue traditional and non-traditional research opportunities at local, provincial, national, and international levels. You have a strong understanding of and perspective on the diverse research needs, challenges, and opportunities facing faculty, staff, and students. You promote an environment that encourages academic freedom. You have a demonstrated history of training graduate students and early career researchers, most of whom have moved on to highly impactful positions. You have an ability to foster interdisciplinary, multi-disciplinary and inter-institutional research. You are committed to understand and support the different disciplines and fields of research that span the range of scholarly activities and programs at the Faculty.

External Engagement and Partnership Management

You value relationships within, across, and outside the organization and actively build and maintain relationships that support the achievement of

common goals. You have an ability to work collaboratively with other provincial, national, and international universities and colleges, as well as with various private sector entities, community groups, associations, Indigenous Peoples and other equity-seeking groups, and levels of government. You have an ability to meet with donors, alumni, and stakeholders, to develop and maintain long term relationships, and to attract funding and other support for the Faculty. You have an ability to promote the reputation of the Faculty and to communicate the Faculty's success to enhance and encourage support of the Faculty.





Bienvenue à Montréal!

McGill is located in the heart of Montreal, one of the largest French-language cities in the world and one of North America's most cosmopolitan, dynamic, and multicultural metropolises. It combines all the amenities of a large modern city with a rich history and diverse landscape, and provides a host of exciting cultural opportunities to explore. In addition to Montreal's many academic institutions, major government laboratories and research-intensive industry are also situated in and around the city.

Day and night, Montreal pulses with activity. Montreal's public transportation is arguably one of the most efficient in North America. Operated by the Société de transport de Montréal (STM), buses and Métro (subway) make getting around extremely convenient.

Each season, Montreal is host to an array of events, exhibitions, and gatherings for culture, nature and thrill seekers who come to enjoy its diverse offerings. Montreal's chefs continue to elevate its reputation as a gourmet destination, and creative artists and artisans draw admirers in droves to the haute couture ateliers, arts galleries, and charming boutiques that line the city streets.

For more information on this beautiful area, we recommend the following website: <https://www.mtl.org/>

Search Advisory Committee

In accordance with the University Statutes, an Advisory Committee to the President and Vice-Chancellor has been struck for the selection of the Dean, Faculty of Agricultural and Environmental Sciences.

For more information about advisory committees, please consult:

<https://www.mcgill.ca/secretariat/advisory>

The composition of the Advisory Committee is based on the requirements of the Statutes. In addition to the Chair of the Advisory Committee, the composition provides for a 14-person committee including:

Chair of the Advisory Committee	Professor Christopher Manfredi, Provost
Members appointed by Board of Governors	Éric Gosselin Sally McDougall
Members appointed by Senate	Professor Peter Grütter (Physics, SCIENCE) Professor Momar Ndao (Medicine, FMHS) Professor Laura Nilson (Biology, SCIENCE) Professor Blane Harvey (Integrated Studies in Education, EDUCATION)
Members elected by the Faculty	Professor Ryan Joshua Mailloux Professor Jennifer Ronholm Professor Kevin Wade Professor Raj Duggavathi
Members appointed by the Student Associations	Estee Ngew, PGSS Aidan Hayward Toland, MCSS Vaishnavy Parey, MCSS
Secretary to the Committee	Pietro Mastromatteo

The Advisory Committee is responsible for defining the role and set of competencies for the position of Dean, Faculty of Agricultural and Environmental Sciences, consistent with future leadership needs and the evolving environment of higher education, within Quebec, Canada, and internationally.

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 <https://www.kbrs.ca/Career/17295382129330000008AMX>

Interview with KBRs

As we receive the applications of interested candidates, we compare them against the key selection criteria set by the Search Advisory 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 Advisory Committee will consider all candidates and invite a small group to move forward. Typically, this next step is an interview with the 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 Advisory Committee, you will be invited for further conversations with the Committee and University community. The format and nature of these conversations will allow you to learn more about McGill and the University community and begin to set the conditions for successful integration of the next Dean, Faculty of Agricultural and Environmental Sciences & AVP, Macdonald Campus. The Committee commits to respecting the confidentiality of your interest throughout this process.

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

Becoming a Candidate (Continued)

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.

Reference Checks

Reference conversations will take place should you advance past the initial Search Advisory 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. 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

McGill University is committed to equity and diversity within its community and values academic rigour and excellence. We welcome and encourage applications from racialized persons/visible minorities, women, Indigenous persons, persons with disabilities, ethnic minorities, and persons of minority sexual orientations and gender identities, as well as from all qualified candidates with the skills and knowledge to engage productively with diverse communities.

Continued on next page...

Becoming a Candidate (Continued)

Equity, Diversity and Inclusion Statement (Continued)

At McGill, research that reflects diverse intellectual traditions, methodologies, and modes of dissemination and translation is valued and encouraged. Candidates are invited to demonstrate their research impact both within and across academic disciplines and in other sectors, such as government, communities, or industry.

McGill further recognizes and fairly considers the impact of leaves (e.g., family care or health-related) that may contribute to career interruptions or slowdowns. Candidates are encouraged to signal any leave that affected productivity, or that may have had an effect on their career path. This information will be considered to ensure the equitable assessment of the candidate's record.

McGill implements an employment equity program and encourages members of designated equity groups to self-identify. It further seeks to ensure the equitable treatment and full inclusion of persons

with disabilities by striving for the implementation of universal design principles transversally, across all facets of the University community, and through accommodation policies and procedures.

Should you require an accommodation to participate fully in the recruitment process, please inform KBRs at accommodate@kbrs.ca.

Contact Us in Confidence



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