



George Brown College Director, Human Rights Services

George Brown College is located on the traditional territory of the Mississaugas of the Credit First Nation and other Indigenous peoples who have lived here over time. We are grateful to share this land as treaty people who learn, work, and live in the community with each other.

George Brown College has established a reputation for equipping their students with the skills, industry experience and credentials to pursue the careers of their choice. The employees of the College are committed to creating an enriching learning community for their students, delivering excellence in what they do, holding themselves accountable for their work and demonstrating diversity and respect for one another.

Continually recognized as one of [Greater Toronto's Top Employers](#), [George Brown College](#) (GBC) offers a wonderful environment for an experienced human rights and equity professional to continue to have impact; it is within this context that GBC seeks a justice-focused leader for the position of **Director, Human Rights Services**. Reporting to the Associate Vice President (AVP), the Director will be a key member of the Office of Anti-Racism, Equity and Human Rights Services ("OAREHRS").

The Director, Human Rights Services will hold a pivotal role in upholding GBC's vision to be a college renowned for its inclusion, excellence, relevance, impact, and leadership. Working in close partnership with the AVP, the incumbent will demonstrate a profound dedication to advancing the GBC's principles of, anti-racism, equity, diversity, inclusion, and indigenization among students, employees, and community members. They will provide strategic leadership, coordination, and oversight of case management related to human rights, sexual harassment, sexual violence, and freedom of expression policies, and will be central in shaping the GBC's approach to fostering a respectful and supportive community. In addition, the Director will actively contribute to the development and delivery of college-wide training programs on policies and protocols related to human rights and sexual harassment and sexual violence. They will facilitate positive collaborations with decision makers and key departments, promoting education, training, and curricular development in the areas of human rights and gender-based violence prevention. The Director will also be instrumental in fostering college-wide engagement, gathering input, building relationships, and nurturing collaborative approaches to human rights and gender-based violence issues across the college community.

Qualifications

Among the qualifications being sought in candidates, the incoming leader must have a deep and abiding commitment to advancing human rights, equity, justice, and inclusion and must believe, intrinsically, in the importance of leading with a forward-thinking approach to drive policy, procedural, and behavioural transformations across the college. While all candidates are encouraged to apply and, in so doing, share how they see themselves adding value to the GBC environment, the following credentials and/or experiences are seen as possible markers of the candidates most likely to realize success in the role: A) a Master's degree in Equity, Social Justice, Law or other related fields or equivalent experience; B) demonstrated strategic leadership and initiative coupled with a data informed and procedural mindset; C) a solid understanding of Human Rights principles, laws, and regulations, with demonstrated experience in developing, implementing, and evaluating Human Rights related policies, programs, and initiatives; D) strong conflict resolution and mediation experience aligned with restorative and trauma-informed practices gained within a unionized and complex environment, and; E) an inspiring leadership style and collaborative nature and exceptional communication skills underpinned by their commitment to anti-racism, equity, diversity, inclusion, and indigenization.

Why work here?

George Brown College offers hybrid work opportunities, a competitive pension plan, generous holiday and vacation time, a tuition assistance program, discounted rates for employees taking Continuing Education courses, and an equitable work environment where everyone matters.

How to Apply

George Brown College is committed to creating and sustaining an equitable and inclusive learning and working environment. They encourage and actively seek applications from Indigenous, Black, racialized people, visible minorities, 2SLGBTQIA+ persons, all genders, and persons with disabilities.

*George Brown College is partnering with BIPOC Executive Search to ensure an applicant list that is diverse and is as intersectional as possible. **All interested applicants can send their resume to Helen Mekonen by e-mailing hmekonen@bipocsearch.com.***

In accordance with the AODA Act, for applicants living with a disability accommodation will be provided throughout the search process. Should accommodations be required, please make Helen Mekonen aware by using the above address.

We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.