

# Opportunity profile



## Dean, Science and Technology





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# About Okanagan College

## College Facts

**15,900+**  
STUDENTS ATTEND  
OC EACH YEAR

**1,000+**  
EMPLOYEES

**7,988**  
FULL-TIME  
EQUIVALENT  
STUDENTS

**1,515**  
INDIGENOUS  
STUDENTS

## Portfolio Facts

**4**  
CAMPUSES

**17**  
PROGRAMS

**OVER  
860 FTE**  
STUDENTS<sup>1</sup>

**91%**  
STUDENT  
SATISFACTION<sup>2</sup>

AVERAGE  
CLASS  
SIZE **18**

With a history dating back to 1963, Okanagan College has been embedded in the social, cultural and economic fabric of the region for over a half-century. The institution provides post-secondary education and training to the Okanagan, Shuswap and Similkameen regions and has a strong reputation for excellence in learning and teaching through its wide range of academic, career, continuing education, developmental, trades and vocational programs.

The College's catchment area extends from Osoyoos and Princeton in the south and west to Mica Creek and Revelstoke in the north, covering an area of 37,750 km<sup>2</sup> and serving a population of nearly 400,000 people. Each year, approximately 16,000 domestic and international students attend Okanagan College in programs spanning Arts, Science, Business Administration, Health and Social Development, Trades and Apprenticeship, Adult Upgrading and in niche areas such as Viticulture, Animation and Sustainable Building Technology. Also offering vocational training, Okanagan College is the second largest trades training institution in B.C.

The latest chapter in Okanagan College's history began in 2005, when Okanagan University College evolved into two separate institutions: Okanagan College and UBC Okanagan. Okanagan College has since grown significantly, with rapid expansion in almost all program areas.

Known for its easily identifiable red logo, the College's brand has taken a firm hold in the business and social fabric of the region. Many have attributed this to the College's focus on partnerships and outreach, while meeting student, community and employer needs. With an annual operating budget of over \$125 million and more than 1,000 employees, OC is a significant contributor to the regional economy.

[Meet our people](#)

[Strategic Plan](#)

[Applied research](#)

<sup>1</sup> Full-time equivalent students in 2019-20

<sup>2</sup> BC Student Outcomes Survey, 2018-2020. Percentages based on respondents who said they were very satisfied or satisfied with their engineering and applied science studies at Okanagan College.





# Indigenous OC

Okanagan College respectfully acknowledges that our Penticton, Kelowna and Vernon campuses are located on the traditional and unceded territory of the Syilx Okanagan people, our Salmon Arm campus is located on the traditional and unceded territory of the Secwepemc, and our Revelstoke centre is located on the traditional and unceded territories of the Ktunaxa, Secwepemc, Sinixt and Syilx Okanagan peoples.

## Our Commitment to Reconciliation

Okanagan College recognizes that as an institution, we are part of the educational and social fabric of the region, and that we have both the opportunity and responsibility to support and empower OC learners and employees to be positive agents of dialogue, knowledge sharing and change. Our mission is to transform lives and communities. It is the people of Okanagan College who bring this mission to life, and who have the ability and the agency to do so for the betterment of our world. We recognize that this mission cannot be fully achieved without strong commitment to – and action toward – reconciliation.

Okanagan College is committed to full engagement in the Calls to Action of the Truth and Reconciliation Commission. OC strives to be a place where all students, staff, faculty and visitors can learn from the deep knowledge and traditions of Indigenous communities and from the effects of colonialism. And from this knowledge, contribute ideas and perspectives to guide our collective effort and action to decolonize our society and work toward reconciliation.

We recognize that communication, knowledge, understanding, awareness and action all play a role in reconciliation and lead us to a more inclusive, equitable and just society. We also recognize that the ongoing systemic racism experienced by Indigenous people of Canada continues in innumerable ways. As many Indigenous and non-Indigenous people across the country and the world have pointed out, the Residential School System in Canada is not history. It is not a relic of the past. The legacy of the system continues in the lived experience of pain and suffering still felt, and that will be felt, by the survivors, their families and all those impacted by it, for generations into the future. We acknowledge the trauma that exists and persists, and commit to listening, learning and acting in ways that support Indigenous members of our community in the process of healing.





## Major Programs Offered

### Science

- Associate of Science
- Common First Year Engineering Certificate
- Bachelor of Computer Information Systems
- Computer Information Systems Diploma
- Kinesiology Diploma
- Post-Baccalaureate Diploma in Health Analytics
- Post-Baccalaureate Diploma in Marketing and Data Analytics

### Technologies

- Animation Diploma
- Civil Engineering Technology Diploma
- Electronics Engineering Technology Diploma
- Infrastructure and Computing Technology Diploma
- Mechanical Engineering Technology Diploma
- Sustainable Building Technology Diploma
- Water Engineering Technology Diploma





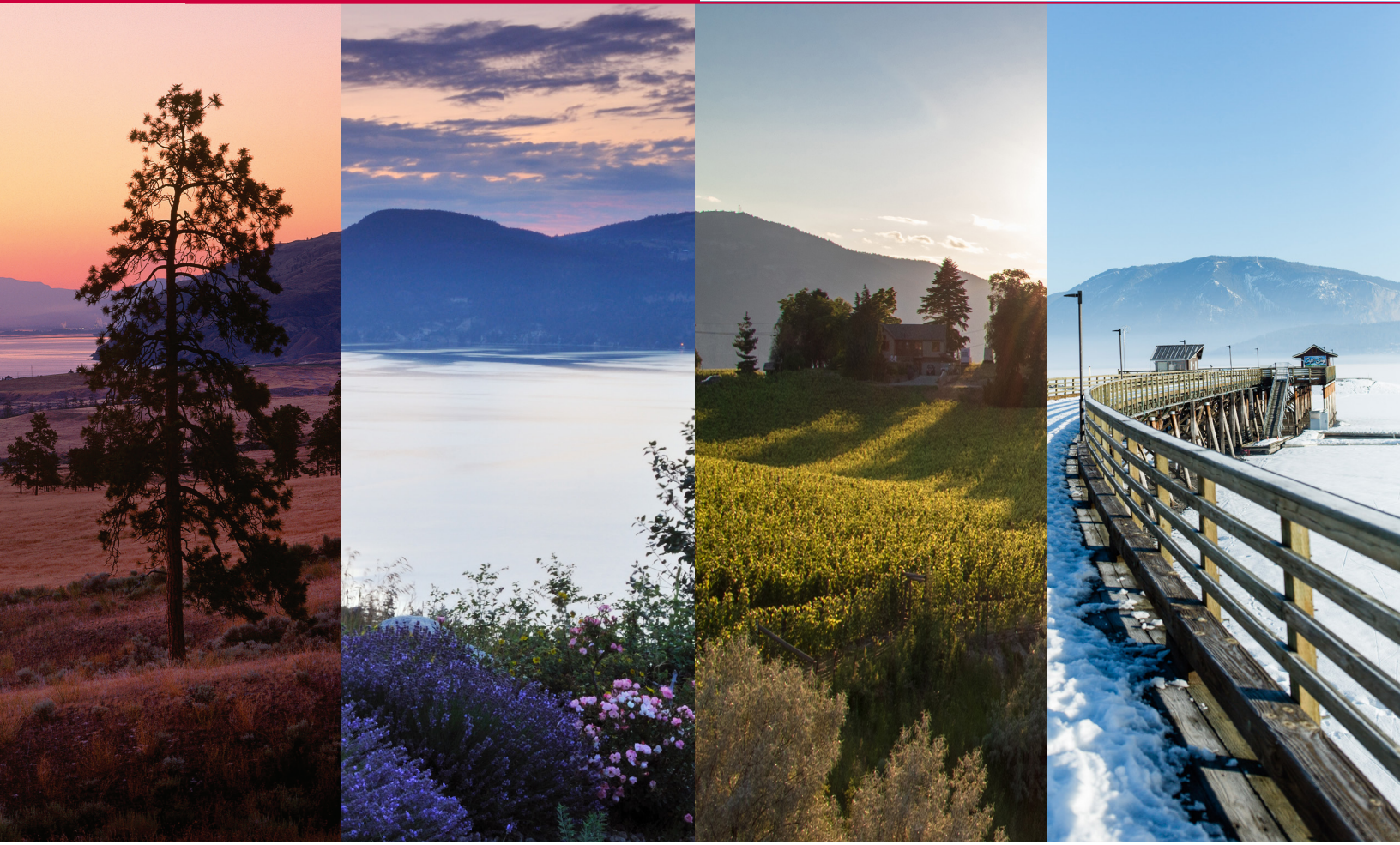
## Our supportive learning environment

Okanagan College offers a comprehensive range of support services for students, from mental health and well-being activities, counselling and recreation programs to academic assistance through Student Success Centres. The College is dedicated to providing culturally relevant support to Indigenous students as they journey toward their personal, educational and career goals. Thoughtful Indigenous spaces can be found on each of OC's four campuses, including Aboriginal Student Centres, the gathering place in Salmon Arm, and three Indigenous outdoor gardens: na'ʔk'wulamən garden in Kelowna, K'nmałka? Sənqâltən garden in Vernon, and a new Indigenous garden in Penticton.

This network of support extends to our employees as well. OC's Learning and Applied Research department offers workshops and training on the latest classroom tools and technologies available to enhance the learning experience. Professional development opportunities are available and the Research Innovation Partnerships Expo (RIPE) is held annually in spring to showcase applied research throughout the region. You also won't want to miss when the Okanagan College community comes together each year for Connections, a conference for employees across all campuses to gather, share ideas and information and strengthen bonds across the institution.







## The region

### WE LIVE WHERE OTHERS COME FOR VACATION

The region is rich in Indigenous culture, sun-soaked valleys surrounded by sweeping grasslands, and connected throughout by water.

The fruit and wine producing Okanagan Valley stretches 200 km south from the Shuswap Lake region to the US border. Okanagan Lake at 135 km in length anchors the region with an abundance of recreational opportunities. Wineries, beaches, golf, and winter sports complement the urban energy and cultural amenities of the Okanagan.





## The opportunity

DEAN, SCIENCE AND TECHNOLOGY

### Position summary

To provide leadership, oversight and senior management for Science and Technology (ST). To develop goals and strategies for ST. To oversee the operations of ST including the management of personnel, employment contracts, labour relations, budgets, finance, physical plant, faculty and staff recruitment, student recruitment and enrollment management, student affairs, program planning and development, inter-regional programming, program accreditation, ST events, policies and regulations, program advisory committees, pan-institutional projects, relations with other institutions and affiliated organizations.



## Functions and duties

1. Plays a key leadership role in the direction, growth and development of the portfolio and the College. Is a member of Leadership Council and the Deans Forum. Anticipates, recommends, and contributes to the development of institution-wide policies, and short- and long-term planning, operating and capital budgets and policies and procedures for ST in keeping with the College's mission, vision, values and key directions.
2. Plans, directs and coordinates the delivery of the educational programs assigned to the portfolio including identifying needs for new programs, assessing the feasibility of new initiatives and evaluating, modifying or removal of existing educational programs and services.
3. Undertakes regular reviews of educational programs and implements required actions. Responsible for the oversight of accreditation and ensures programs meet the required standards. Is responsible for the quality assurance of ST courses and programs and works closely with the departments, Learning and Applied Research, and Education Council in this endeavour.
4. Strives for student satisfaction with programs, program delivery and the quality of instruction. Investigates and processes student complaints related to instruction. Is responsible for student discipline, including the appropriate course of action and the imposition of discipline in all cases except student expulsion. In the latter cases, advises and makes recommendations to the Provost & Vice President Academic.
5. Is responsible for ST human resources including organizational design, workload assignments, employee recruitment, orientation and training, performance evaluation and management, professional development, labour relations, and health and safety. Is responsible for ensuring a professional work environment for employees and works closely with Human Resources and employee group representatives in order to build and maintain good relations.
6. Promotes and encourages teamwork and consults with and supports instructional ST employees and staff. Fosters a learner-centred environment and encourages instructional employees to innovate in both curriculum and program development and learning and teaching. Develops and maintains effective communication and coordination both within ST and between ST and the College and community. Conducts department Chairs meetings, consults with Chairs on a regular basis, and facilitates the Chairs' performance of their responsibilities.
7. Develops and maintains effective working relationships with other Deans and Directors and Education Council regarding ST programs offered in the regions. Represents and promotes the College and its programs on local, provincial and national committees. Liaises with deans at other institutions and with government, academic associations, professional associations, accrediting bodies, school districts, health authorities, private sector organizations, Applied Science, Technologist & Technicians of British Columbia (ASTTBC) and various other agencies.
8. Manages the ST budget and finances and is accountable for allocations and expenditures within the approved budget.
9. Administers and ensures adherence to College policies and collective agreements. Participates as the designated supervisor in grievances and provides input to, or participates on, the College's negotiating committees in collective bargaining.

10. Develops and promotes the broad portfolio of ST programs. Leads the development innovation and scholarly activity within the portfolio.
11. Ensures that support services for learning and applied research and other resources are available for instructional employees.
12. Ensures staff reporting to the Dean are familiar with the relevant health and safety regulations, receive proper instruction in safe work practices and accident prevention, and are meeting all safety requirements.
13. Performs other duties as assigned.

## Education and experience

- Master's degree related to the disciplines found in the portfolio. Doctorate or equivalent preferred.
- Minimum ten years in post-secondary education, with significant experience in both administration and teaching.

## Competencies (knowledge, skills and abilities)

- A strategic visionary with proven strong academic leadership and management competencies with the capability and capacity to deliver on strategic objectives.
- Transformational and trustworthy decision-maker: provides creative solutions to complex problems and understands the intersection of process and technology with operational needs driving results and trust.
- Bold advocate and exceptional communicator: strong negotiation and influencing skills to build and foster positive relationships with the local, national and international communities, government, and alumni is essential.
- Sustainability and growth: proven ability to identify and promote new opportunities to attract resources and secure funding opportunities.
- Management: demonstrated knowledge and skills in applying or managing financial, governance and quality management systems to support organizational efficiency and effectiveness.
- Creativity and Innovation: demonstrated ability to develop and assess new approaches, define standards of excellence, and implement cutting-edge programs or processes.
- Commitment to reconciliation: demonstrated cultural sensitivity and commitment to reconciliation and adoption of Indigenous ways.
- Equitable access: demonstrated commitment to increasing participation and success of marginalized populations in learning and employment opportunities.
- Inclusive leadership: a role model and champion for change with a demonstrated commitment to embedding equity, diversity, inclusion and social justice into practices and processes.

## Compensation

A competitive compensation package will be provided including an attractive base salary and excellent benefits. Further details will be discussed in a personal interview.





## Contact

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