



# Vice President Recruitment

Category:	Employment
Number:	
Audience:	University Employees
Last Revised:	January 29, 2017
Owner:	President
Approved by:	Board of Governors
Contact:	Director, Human Resources ext. 2507

## Introduction

To accomplish its mission, the First Nations University of Canada must maintain a commitment to quality teaching, research, and service grounded in the knowledge of First Nations teachings. To fulfill its commitments, the University must recruit and retain exceptional staff to provide high quality programs and services to clients, communities and stakeholders. In recognition of our unique culture the University is allowed under *The Saskatchewan Human Rights Act and Regulations* to undertake preferential hiring of First Nations faculty and staff.

## Definitions

**Board of Governors** refers to individuals appointed to the Board pursuant to the *Act Representing the First Nations University of Canada*.

**President** refers to the President, First Nations University of Canada.

**Vice President** refers to the Vice President Academic or Vice President Finance and Administration.

## Policy

This policy applies to the recruitment and selection for the positions of Vice President Academic and Vice President Finance and Administration. The President, in consultation with the Board of Governors will determine whether the position is to be posted permanently or on a term basis, and the length of term.

First Nations University of Canada (FNUiv) is committed to creating a quality and equitable work environment for all employees. This includes establishing effective processes for assessing candidates during the recruitment, selection and hiring process.

FNUiv's recruitment, selection, and hiring processes are designed to attract, place, and promote the best qualified candidates to deliver on the University's vision and mission. The processes included in this policy allow that reasonable and justifiable measures are taken in accordance with Section 48 of the *Saskatchewan Human Rights Code* to ensure consistent steps to eliminate, redress and prevent disadvantages in employment for Indigenous people and establish a workforce that is representative of the University's mission.

## Role and Responsibilities

The **President** is responsible for recruitment initiatives related to searches for the positions of the Vice Presidents. The President will recommend to the Board of Governors whether the search will be handled internally or through the services of an executive search firm.

## Consequences for Noncompliance

Noncompliance could result in the process being viewed as biased and non-credible, and could negatively impact the reputation of First Nations University of Canada within its community, stakeholders and the university community.

## Related Information

- [FNUniv Vice President Recruitment Policy - Procedure Statement](#)
- Saskatchewan Human Rights Code* and other related employment legislation
- Federation of Sovereign Indigenous Nations Human Resources Management Regulations