



## Higher Education Quality Council of Ontario (HEQCO) Toronto, Ontario (Remote – Hybrid)

The Higher Education Quality Council of Ontario (HEQCO) is seeking an exceptional leader to serve as its next President and Chief Executive Officer (CEO). This is a transformative opportunity to lead HEQCO's work to support the future of higher education in Ontario and beyond.

### The Organization

The Higher Education Quality Council of Ontario is an independent agency of the Ontario government dedicated to conducting research and providing recommendations to improve the postsecondary education system in Ontario. With a commitment to fostering a culture of evidence-based decision-making, HEQCO collaborates with institutions, policymakers, and stakeholders to address key issues in higher education. HEQCO's work spans a diverse range of areas, including quality assurance, student success, access to education, and innovative learning models. Since 2020, HEQCO operates within provincial directives as a virtual agency with day-to-day work at HEQCO being conducted remotely.

### The Role

The President and CEO provides visionary leadership for HEQCO's operations, ensuring the organization remains at the forefront of higher education research and policy development. Reporting to the Board of Directors via the Board Chair, the CEO will drive HEQCO's mission to enhance the quality, access, and accountability of Ontario's postsecondary education system through evidence-based research, expert policy recommendations, and strategic partnerships. They oversee HEQCO's strategic direction, research programs, and operational excellence while building partnerships at the local, national, and international levels to amplify HEQCO's impact.

Key Responsibilities and Areas of Oversight:

**Strategic Leadership and Governance** – Develop and implement HEQCO's strategic vision, business plans, and research priorities to address emerging issues in postsecondary education. Provides strategic advice and reports to the Board of Directors and government officials, ensuring alignment with provincial priorities and compliance with applicable directives.

**Policy and Research Oversight** – Actively guide evidence-based research initiatives and deliver expert policy recommendations to enhance access, quality, and accountability in Ontario's colleges and universities.

**Partnerships and Sector Engagement** – Cultivates partnerships and collaborations with leading higher education institutions, government bodies, and research organizations to advance HEQCO's goals. Represents HEQCO at forums, engaging with leaders to promote innovation and share insights.

**Operational Excellence** – Leads HEQCO's staff and resources to achieve organizational objectives, fostering a culture of excellence, accountability, and inclusivity.



## The Ideal Candidate

The successful candidate will be a visionary leader with deep expertise in higher education and policy development. They are a seasoned academic or research professional with a proven ability to lead complex organizations and drive impactful initiatives. With a strong understanding of Ontario's postsecondary education landscape, the ideal candidate is committed to advancing access, quality, and equity in higher education.

### Qualifications and Experience

*While the Search Committee recognizes that candidates may not meet all qualifications in equal measure, those listed below are desirable and will be used to compare candidates.*

- A PhD or equivalent with a strong record of peer-reviewed publications is required.
- At least 15 years of strategic leadership experience in research-intensive postsecondary institutions or related environments.
- Demonstrated success in leading innovative policy research and evidence-based practices in higher education.
- Expertise in cultivating partnerships with external organizations and stakeholders.
- Knowledge of Ontario's postsecondary education system and its policy landscape, as well as national and international trends.
- Strong communication and leadership skills, with the ability to inspire and guide diverse teams.

### Skills and Attributes

- A deeply authentic leadership style, capable of building trusting relationships through empathy in virtual environments.
- A consultative approach with exceptional communication skills, and the ability to collectively inspire and motivate large groups of people.
- A collaborative leader who actively invests in their organization and community.
- Superior planning skills with a keen ability to establish strategic priorities and implementation plans.
- The ability to build and lead high-performing teams and engage with internal and external partners to achieve goals.
- Integrity, creativity, and sound judgment, with the ability to navigate nuanced and sensitive issues with finesse.
- Decisiveness with the ability to effectively explain decisions and bring clarity to complex issues.
- A high energy level and the capacity to balance multiple priorities while being responsive.

## Why Join HEQCO?

HEQCO offers a unique platform to shape the future of postsecondary education in Ontario. As President and CEO, you will have the opportunity to lead transformative research and policy initiatives that have a lasting impact on students, institutions, and society.



## Application Process

HEQCO is committed to equity, diversity, and inclusion and encourages applications from all qualified individuals, including people with disabilities, Indigenous, Black, and racialized individuals, as well as people from a diversity of ethnic and cultural origins, sexual orientations, gender identities and expressions.

Please email [accommodate@kbrs.ca](mailto:accommodate@kbrs.ca) or communicate your needs to a recruitment professional named below to ensure that accessibility needs are accommodated through this process. Information received relating to accommodation measures will be addressed confidentially.

**If you are interested in this opportunity, contact Abbey MacLeod at [amacleod@kbrs.ca](mailto:amacleod@kbrs.ca), Kyle Steele at [ksteele@kbrs.ca](mailto:ksteele@kbrs.ca), or Dr. Jennie Massey at [jmassey@kbrs.ca](mailto:jmassey@kbrs.ca) or submit your full application package online at: <https://www.kbrs.ca/Career/17547>**