

Posting - Director General

- **Deadline to apply:** November 15, 2026, 5 p.m.
- **Mandate:** Three to five years
- **Expected start date:** To be determined
- **Salary:** Class 15, salary scale currently between \$151 878 and \$202 500. Renumeration and working conditions are established in conformity with the [Règlement déterminant certaines conditions de travail des hors-cadre des collèges d'enseignement général et professionnel](#)

The Vanier College Board of Governors and its Director General Selection Committee are seeking an experienced educational leader with a strong understanding of the Québec higher education landscape to fill the position of **Director General (DG)**.

Vanier College is an English-language public college recognized for its exceptional ethnic, linguistic, and cultural diversity. With more than 6,000 daytime students and approximately 1,000 employees, the College is home to a vibrant educational community. An evolving Continuing Education division serves adult learners, international students, and community and corporate clients.

Guided by its core values of **Curiosity, Diversity, and Responsibility**, Vanier College is committed to its mission of providing a life-enriching learning experience that prepares students to succeed academically and professionally as engaged citizens of the world.

The College is located in the Saint-Laurent borough of Montréal, in the traditional unceded territory of the Kanien'kehá:ka (Mohawk) peoples, part of the Haudenosaunee Confederacy. Vanier is deeply committed to honouring the traditional custodians of this land and strives to foster the success of future generations.

Reporting to the Board of Governors, and as the chief administrative officer of the College, the DG is responsible for the day-to-day administration, management, leadership, and oversight of college operations, while strategically leading internal and external partners in support of the vision, mission and values of Vanier.

The DG represents the College in the community at large and acts as its main spokesperson.

The DG provides visionary leadership in the implementation of the College's Strategic Plan.

The DG also manages the implementation of legislative requirements and changes at the College, and changes in student enrollment, while maintaining budgetary stability and optimal use of resources.

Experience and qualifications

- Minimum graduate degree or undergraduate degree and significant work experience in management or education;

- Thorough knowledge of educational systems and issues, both in Quebec and in other relevant jurisdictions;
- Record of success in complex management, communications and leadership roles;
- Experience managing internal and external relations;
- Proficiency in both written and spoken French and English.

Skills and competencies

- Inspiring leadership with the ability to rally people and teams towards common objectives and community building;
- Excellent communication and interpersonal skills, including listening to others, exchanging ideas and building consensus;
- Demonstrated analytical, planning and organizational skills;
- Comfortable speaking in public settings, including with the media;
- Ability to represent the College, to build and maintain strong partnerships with all constituency groups and key stakeholders, such as governments, cultural and business communities.

This opening represents a unique opportunity for an individual ready for the challenge of positively contributing to the lives of Vanier community members while promoting the success of future generations.

Interested applicants should send their cover letter and CV to dgsearch@vaniercollege.qc.ca before **November 15, 2026, 5 p.m.**

Selected candidates will be contacted the week of November 16 and should be available for interviews during the week of November 23.

Statement of Challenges

Immediate priorities for the Director General of Vanier College

October 2026

The Statement of Challenges describes the key priorities the Board of Governors expects the next Director General to prioritize over the course of their mandate. We are looking for a highly motivated individual who is prepared to accept these challenges and guide the college community into the future.

1. Navigate changing contexts

Education everywhere, and particularly English education in Quebec, has been experiencing significant disruptions that present challenges but also potential opportunities. Changing social, technological, and legislative forces continue to affect our student population, pedagogy, and operations. Vanier College is seeking a Director General who understands these implications and has the experience and vision needed to lead the College. The Director General will prioritize student success and student-centred decision-making while championing the needs and well-being of the College's diverse community.

2. Lead the implementation of the 2026-2031 Vanier College Strategic Plan

Following extensive community consultation, the [College's 2026-2031 Strategic Plan](#) has been officially adopted by the Board of Governors. As the institution's roadmap for the next five years, the document serves as the benchmark for evaluating the Director General's performance and establishes these core priorities:

1. Prepare students for the future
2. Enhance the student experience
3. Foster resilience within our institution
4. Model meaningful change to shape a just, open, and sustainable future.

The Director General is responsible for coordinating the actions necessary to achieve the Plan's objectives, ensuring that resource allocation and institutional decision-making align with its strategic vision. Regular progress reports on the Plan's implementation are delivered to the community and governance bodies.

3. Establish and maintain effective relationships with key partners

As a public institution, Vanier College's success relies heavily on collaborative partnerships with the provincial government, educational networks, and regional, national, and international collaborators. Over the course of this mandate, the Director General will champion the College's interests and elevate its profile.

To strengthen Vanier's position as a leading post-secondary institution in Quebec, the Director General will actively cultivate relationships with French and English colleges alike. Furthermore, the DG will foster strategic alliances with municipal, school board, university, industry, and community partners to collaboratively address shared challenges and advance the College's mission.

4. Lead and engage with management, faculty and staff

A thriving college community relies on dynamic, healthy relationships among management, staff, and faculty. Over the coming mandate, the Director General will foster a trusting, collaborative culture within the senior leadership team and promote that same environment across the institution.

The Director General will maintain active, meaningful dialogue with the entire community. Furthermore, the DG will embed the College's core values and vision into daily leadership, keeping student-centred decision-making at the forefront of every initiative.
