



Candidate Profile
Dean, John Molson School of Business

Position Summary

The John Molson School of Business is one of the largest and most prominent business schools in Canada. It is recognized internationally for the quality of its programs, its leadership in sustainability and for the success of its graduates.

The Dean of the John Molson School of Business is a member of the senior administration of Concordia University and the role is a major opportunity to provide visible and active leadership in a vibrant and forward looking institution.

The position demands a track record in new business education initiatives, building partnerships and fostering multi-disciplinary projects, working with business leaders and in driving meaningful change.

The Dean of the John Molson School of Business reports to the Provost and Vice-President, Academic Affairs.

Position Responsibilities

Reporting to and working collaboratively with the Provost and Vice-President, Academic Affairs, and other members of the leadership team, the Dean of the John Molson School of Business will:

- Be the visible, ambitious energetic leader of the John Molson School of Business and drive the school to reach further heights in teaching, research, student experience and impact;
- Maintain JMSB's high standards of excellence and continue to advance the School's reputation on the national and international scene;
- Ensure alignment of the current JMSB Strategic Plan (2014-2019) with the University's new strategic directions;
- Maintain the School's AACSB accreditation;
- Lead and motivate faculty, staff and students to energetically develop their potential, skills and ideas and thereby drive and ensure even greater participation in the full range of activities of the School;
- Strengthen relationships with the business communities in Montreal, and throughout the Province of Quebec and Canada; continue to develop critical mass in research areas of excellence; work with other Concordia faculties and external partners to materially increase interdisciplinary research work;
- Take full advantage of the School's new building to enhance the work, study, and classroom environments and public areas;

- Assess student satisfaction with current programs and teaching methodologies and implement changes that will make JMSB the top Montreal business school and one of the top five in Canada in undergraduate and graduate business education;
- Promote the School's brand thoughtfully and at all times, seizing opportunities to enhance its position nationally and internationally relative to other institutions; recognize the reputation-building power of ranking surveys; value publicly the wide range of contributions made by the School, including pedagogical contributions, from innovations in methodology and curriculum design to classroom teaching, to applied and academic research; actively promote experimentation in new pedagogical approaches;
- Foster external relations with the School's communities and stakeholders; proactively address the recruitment, retention, and career development of faculty and staff;
- Ensure that advancement activities with alumni and the business community provide support for JMSB, as well as for endowed Chairs, physical facilities and research.

Qualifications

- A PhD with an exemplary record of academic leadership; candidates having an exemplary record of business leadership, together with a demonstrated capacity for academic or public sector leadership, may also be considered;
- Recognized for leading and promoting real, substantive change; and for being a proactive leader
- Successful administrative experience at a senior level with the capacity to demonstrate superior leadership and collegial engagement, and the ability to work effectively within a collegial system of governance, recognizing the roles and responsibilities of Concordia University's faculty, Board and Senate in academic governance;
- An understanding of the range of academic disciplines within the School with an appreciation of both the academic and applied aspects of scholarly pursuit, and the issue of balance among research and teaching;
- Demonstrated strategic visioning abilities and superior communication skills; ability to lead strategic planning for a unit within the context of a larger plan, and successfully implement a plan for a large unit;
- Ability to work collaboratively with other senior academic administrators, with faculty members, with staff and with the external advisory board of JMSB;
- Genuine interest in students and a willingness to become personally and visibly involved in the campus community;
- Understanding of the issues surrounding faculty recruitment and retention in an increasingly competitive environment;
- Ability to work effectively in a unionized environment, and to deal with a wide range of human resources issues;
- High standard of personal integrity;
- Commitment to academic freedom and informed discussion that encourages diversity and the expression of divergent opinions and mutual acceptance;
- Ability to effectively represent the University's interests to external stakeholders including governments, community groups, and the public and private sectors;
- Demonstrated ability to build and strengthen bridges with the business community and other relevant stakeholders;
- Ability to function effectively in French is preferred. Candidates should demonstrate an understanding of the unique situation of Quebec, and to show that they can take into account important cultural differences and Quebec's particular perspective on educational policy.