



DRAFT – POSITION PROFILE

DEAN, JOHN MOLSON SCHOOL OF BUSINESS

THE ROLE AND MANDATE

Reporting to the Provost and Vice-President, Academic, the Dean is a leader who provides strategic direction, academic leadership, and operational oversight for JMSB. Building on JMSB's existing strengths, the Dean will develop and advance a compelling vision for the School's future, positioning JMSB among the leading business schools for research excellence, teaching, and global engagement. The Dean will develop meaningful relationships that expand JMSB's international scope through partnerships and agreements that support research and recruitment, and will promote engaging learning pathways for learners from diverse backgrounds and with unique needs.

The Dean will work collaboratively inside the school and with other members of the university's senior leadership team to:

- Lead the School, and advance the School's reputation by thoughtfully promoting the JMSB brand and acting strategically with respect to the School's positioning in key rankings;
- advance JMSB's position as a leading global research school by fostering the development of critical mass in research areas of excellence, with particular emphasis on transdisciplinary and cross-Faculty research and by strengthening community-focused research and engagement;
- actively promote JMSB's internationalization through the development of inter-institutional programs, research collaborations, and mobility opportunities for students and faculty;
- spur innovation and experimentation in curriculum design for classroom-based, digital, and experiential teaching and learning;
- enhance JMSB credited program offerings and executive education, considering the needs of different learner groups such as upskilling professionals, executives, and mature students, through deliberate content and delivery mechanism choices (e.g., online, hybrid, evening);
- strengthen outreach to, and relations with, JMSB's global alumni, donors and partners; actively cultivate advancement and partnership opportunities for JMSB and Concordia;

- develop data-informed enrolment strategies for student recruitment and retention in an increasingly competitive environment;
- Support the success of faculty in teaching, research, and service, and ensure a student-centered culture among faculty and staff;
- deepen and enhance sustainable relationships with business communities and other stakeholders locally, nationally and globally, and advance JMSB's engagement with business practice, public policy, and societal well-being;
- leverage international accreditations to advance the School's reputation and support continuous improvement to advance the School's reputation;
- build on JMSB's existing strengths to advance a distinctive identity for the School; and
- foster continuous improvement in operations and administrative practices.

CANDIDATE QUALIFICATIONS

The successful candidate will have a significant record of research, teaching and administrative accomplishments in business education. They will be experienced in building strong teams and partnerships, managing resources, promoting both scholarly and entrepreneurial initiatives, and promoting excellence, equity, diversity and inclusion among faculty, staff and students. More specifically, the successful candidate will have:

- a PhD/DBA with an exemplary record of academic research and leadership;
- demonstrated strategic visioning and data-informed planning abilities, including capacities for promoting and leading substantive change;
- the proven ability to work collaboratively and effectively with faculty, staff and students, and with other senior academic leaders, within a collegial system of governance;
- successful administrative experience, including operational management and budgeting, at a senior level;
- a willingness to take calculated risks and the ability to evaluate and adapt as needed;
- experience in developing forward-looking business education curricula that meet the needs of different learners;
- superior communication and interpersonal skills, with an open, collegial work style;
- a strong track record in cultivating donor relationships and securing external funding;
- an appreciative understanding of the range of academic disciplines and the scholarly and applied aspects of research and teaching in a business school environment;
- the ability to work effectively in a unionized environment, and to deal with a wide range of human resources issues;
- the ability to effectively represent the University's interests to, and strengthen relationships with, external stakeholders, including governments, community groups, and the private sector;
- international experience in global business education, research, or industry contexts; and
- the ability to function in both French and English, along with an understanding of the Québec higher education context.

The Search Committee recognizes that no one candidate is likely to meet all of the above qualifications in equal measure, but it will give the highest priority to candidates whose profile most closely matches the ideals expressed by these criteria.

Candidates without a PhD/DBA who have an advanced degree and an exemplary record of business leadership, together with a demonstrated capacity for academic or public sector leadership, may also be considered.