



UNIVERSITY OF TORONTO

Vice-President, International University of Toronto

Position Description

General Duties

The University of Toronto's Vice-President, International is a distinguished scholar and educator with demonstrated excellence as a leader and an administrator.

Reporting directly to the President, the Vice-President, International is a key member of the University's tri-campus leadership team. The Vice-President, International plays a leadership role in the achievement of the University's goals as one of the top public research and teaching universities in the world and in executing on the strategic priority of strengthening international partnerships, one of the University's [Three Priorities](#).

The Vice-President, International, oversees, supports and facilitates the ongoing development and execution of the University's international strategy, including:

- Enable the University's faculty and students to meet global challenges.
- Enhance the University's global reputation and profile.
- Support the University's ability to recruit in national and global markets.
- Develop the global citizenship and fluency of University of Toronto students, staff and faculty.
- Support the University's urban strategy by leveraging opportunities to learn from institutional partners in other great city-regions around the world.
- Support the continued internationalization of the University's research enterprise.

Specific Duties

Today, and in a post-COVID-19 world, the Vice-President, International promotes and ensures a disciplined approach and proper oversight to a broad range of university-wide, local and international activities and initiatives, including:

- Ensuring that the University's strengths, vision, presence and impact are recognized internationally.
- Leading, mentoring and motivating a small and highly skilled team, ensuring that they remain current and knowledgeable of the global context and challenges - geopolitical, social, economic, cultural, etc. - and their implications on U of T's international strategy.
- Advancing the University of Toronto's international objectives in collaboration with and across its three campuses and its many divisions.
- Consulting and partnering with the other members of the Vice-Presidential team, as well as with Deans, Principals and student leadership, to advance and evolve U of T's international strategy.
- Supporting and engaging faculty, staff and students in creating a culture of global mindedness and citizenship.
- Updating the strategy to ensure it provides the framework, and a clear sense of direction and priorities, within which academic divisions can set and advance their priorities.
- Prioritizing and advancing diversity, equity and inclusion in international student and faculty recruitment by widening U of T's breadth, brand and reach into new source markets, regions and countries.

- Establishing and strengthening university-level relationships with international academic partners as well as those from the public and private sectors.
- Developing strategies and structures, both formal and informal, to engage with and leverage the University's vast community of experts/scholars/administrators who are steeped in the history, culture, geography, politics, etc. of the regions in which the University has and is enhancing a presence.
- Identifying and facilitating large scale research alliances and innovative partnerships and collaborations with a range of academic and non-academic partners around the world.
- Applying lessons learned from the COVID-19 pandemic in support of the University's mission, mandate and international strategy.
- Working with the Vice-President, Advancement to increase alumni engagement around the world and global fundraising opportunities, which include funding from international sources as well as local/domestic sources that are interested in supporting international initiatives.
- Articulating and promoting the distinct strengths of the University's tri-campus system to an international audience.
- Working closely with the communications and advancement teams on a global media strategy that highlights stories of success through various traditional and new media channels, including high profile publications and journals.
- When called to, acting as a representative and ambassador for the University, the City of Toronto, the region, the Province and Canada.
- Exercising diplomacy when interfacing with diplomats and other government representatives, locally, nationally and international, on matters including immigration policy and practices, border issues, security and safety of staff and students, talent mobility, travel restrictions, global health matters, crisis/issues management, diplomatic relations, etc.
- Working closely with the office of the Vice-President, Research to continue to attract the best and brightest researchers, while harnessing the power and enthusiasm of graduate students as U of T ambassadors in support of its international mission.
- Capitalizing on the University's unique location, and strategic advantage, in the Greater Toronto Area (GTA) and one of the most diverse regions in the world.
- Developing strong ties and working relationships with Toronto's many cultural communities for their guidance, insights and support.
- Serving as the University's primary point of contact for international delegations with a goal of leveraging these interactions for the purpose of potential partnerships and enhanced visibility internationally.
- Supporting and developing strategies, academic and industry partnerships, programs and pathways to enhance the global mobility of U of T students.
- Staying current and on course and adapting new modalities to ensure a balanced and effective approach to enhance U of T's global engagement and presence in a post-COVID-19 era.
- Working closely with academic and administrative colleagues, including the Provost and Advancement offices, to drive diversity in global recruitment and ensure (and prioritize) that international student and faculty recruits have the resources, supports and links they need to successfully integrate and flourish as active and engaged members of the U of T community.

The Profile of the Ideal Candidate

Education and Qualifications

- Credentials appropriate for a tenured faculty member.

Experience

- Senior administrative leadership experience in a complex academic environment.
- Experience leading and managing teams.
- Demonstrated experience of working internationally and demonstrated effectiveness in intercultural communication and collaboration.
- A record and reputation for integrity, sensitivity to cultural diversity, openness, decisiveness and sound judgment as exercised in favourable and in more difficult circumstances.
- Experience working with donors and partners to support major international initiatives.

Personal Characteristics and Competencies

- A collaborative approach and ability to work successfully in a collegial decision-making environment.
- A passion for and deep commitment to the aspirations of the University of Toronto.
- A demonstrated commitment, critical mindset and track record of leadership in the area of equity, diversity and inclusion.
- The ability to think and act globally, with a high degree of diplomacy, sensitivity to and empathy for geopolitical and ethnocultural needs and differences
- A deep appreciation for global context and the implications, positive (engagement, mobility, knowledge sharing, etc.) and negative (brain drain, western encroachment and appropriation, etc.), of the University's international activities.
- The ability to lead, persuade and motivate, without direct authority.
- The ability to navigate organizational complexity with diplomacy and political acuity.
- A demonstrable commitment to student wellbeing and success.
- A disciplined approach to the management of priorities, relationships and resources.
- Excellent listening, communications and interpersonal skills.
- Humility, selflessness and a supportive mindset.
- Evidence-based and principled in decision-making.
- Ability to represent the University externally in local, national and international environments.
- Comfort and skills interacting with and building strong, meaningful relationships with elected and appointed government officials, diplomats, corporate leaders, benefactors, alumni, and members of the wider community.