



PEOPLE MAKE IT HAPPEN.

Position Specification

Dean, School of Health & Human Services

Assiniboine College

June 2026

Organizational Profile

Assiniboine Community College has been providing exceptional learning experiences for more than 60 years. For staff and students alike, Assiniboine offers unparalleled learning environments and responds well to the demands and requirements of the Manitoba labour market. Here, instructors follow the philosophy of 'learn by doing,' combining theory with hands-on learning inside classrooms, labs, kitchens, shops, fields and the college's Sustainable Greenhouse. We are an accredited college with the Province of Manitoba.

We offer more than 60 unique certificate, diploma and advanced credential programs across a variety of disciplines including culinary arts and hospitality, business, agriculture and environment, health and human services, trades and technology. We also deliver apprenticeship programming in a range of skilled trade disciplines.

Our Victoria Avenue East campus (Centre for Adult Learning - Brandon) and North Hill campus (Len Evans Centre for Trades and Technology, Manitoba Institute of Culinary Arts, and the Sustainable Greenhouse) are located in Brandon. Our Parkland campus, which also includes a Centre for Adult Learning, is located in Dauphin, Manitoba. Our Portage la Prairie campus is in Southport, Manitoba and offers the Practical Nursing Program. At our Winnipeg campus, we deliver our Practical Nursing program and continuing studies courses.

Assiniboine Community College continues to partner with dozens of communities and organizations across the province to deliver place-based education and training every year. Assiniboine has five permanent campuses, but did you know we also provide permanent and temporary programming in many communities across the province? For instance, in 2021-22, the college was in 32 different communities in Manitoba. This ranges from rural rotating sites to customized in-community training and partnerships. This diversified mix of urban, rural, and remote learning opportunities provides skilled graduates across the province, no matter where they might live.

Our most recent grads say it all. Ninety-four percent of grads have jobs nine months after graduation and eighty-eight percent of grads are working in their field of study.

For more information see: <https://assiniboine.net/>

Vision

Exceptional learning experiences.

Mission

Transforming lives and strengthening Manitoba through applied education and research.

Values

Be Passionate.

We are enthusiastic and communicate openly in pursuit of our vision.

Take Initiative.

We challenge the status quo and take calculated risks without fear of failure.

Deliver Results.

We are all responsible and accountable for success.

Our Strategic Direction

Our Strategic Direction

- In the fall of 2018, our Board of Governors adopted a refreshed Strategic Direction for the college with three overarching pillars. You may view our Strategic Direction as a PDF.
- The [strategic planning process](#) for the 2024 strategic plan is underway.

An unparalleled student experience

- Contemporary learning spaces throughout Manitoba are anchored by our flagship North Hill campus.
- All students graduate with knowledge, skills, and abilities that prepare them for career-related employment, lifelong learning, and active citizenship in an ever-changing world.
- Student experiences contribute to student success and belonging, and help forge a lasting connection to the college.

Quality programs responsive to Manitoba's labour market

- Quality programming, teaching & learning, student success, Indigenization, community engagement, and growth are guided by our Academic Plan.
- In addition to program leadership in agriculture & environment and public safety sectors in Manitoba, we are a national leader in community-based delivery.
- 2,028 Assiniboine graduates by 2028 will help to address Manitoba's lagging post-secondary attainment rate and prepare more people for economic growth and community service.

Outreach and engagement to support economic growth

- 400 Indigenous graduates annually will help respond to the Calls to Action from the Truth and Reconciliation Commission and contributes to the prosperity of First Nations, Métis, and Inuit Peoples.
- Welcoming learners from around the world supports Manitoba's economic and social development and builds global citizenship in all students.
- Meeting employer and community needs through responsive programming, customized training, and applied research across the province.

FAST FACTS

Graduates nine months after graduation

- 94% of our recent graduates who are seeking work have found employment.*
- 88% are working in a career related to their field of study.*
- 94% of graduates stay in Manitoba.*
- With 84% originating in Manitoba, that's a net population gain for Manitoba as a result of studying at Assiniboine.
- \$55,200 is the average gross annual salary of our most recent graduates*

Graduates four years after graduating (2018-19 grads)

- 98% of our graduates, four years after graduating, have jobs.*
- 89% are working in a career related to their field of study.*
- 92% of 2018-19 graduates are still in Manitoba.*
- The 5-year average of graduates staying in Manitoba four years after graduating is 88%.
- \$63,200 is the average annual income of 2018-19 graduates, four years after graduating*
- * Data from our Graduate Satisfaction & Employment Survey, which separately surveyed 2021-22 graduates (nine months after graduation) and 2018-19 graduates (four years after graduation).
- Assiniboine students benefit from \$300,000 in scholarships and bursaries each year.
- The college offers a varsity sports program, including men's and women's soccer, volleyball, futsal, curling and women's hockey.
- 500+ full- and part-time employees.
- Since 2005, Assiniboine students have brought home three gold, 10 silver and 10 bronze medals from Skills Canada, a national competition that brings together more than 550 students and apprentices annually to compete in more than 40 skilled trade and technology competitions.
- Annual provincial economic impact of \$612 million.

About the School of Health & Human Services

Dedicated to strengthening communities and improving quality of life, the School of Health & Human Services prepares students for meaningful careers that make a difference in the lives of individuals, families and communities. Through hands-on, learner-centered education, students develop the knowledge, skills and compassion needed to succeed in Manitoba's evolving health and human services sectors.

For decades, Assiniboine has been educating the next generation of healthcare and human service professionals. The school offers a range of programs designed to meet learners wherever they are in their educational journey—whether they are entering post-secondary education for the first time, advancing their careers through additional training, or pursuing a new professional path. With a strong focus on experiential learning and industry partnerships, graduates are well-prepared to meet the growing needs of Manitoba's workforce.

The School of Health & Human Services prepares students for careers that support the health, well-being, education, and social development of individuals and communities. Programs emphasize Assiniboine's "learn by doing" philosophy, combining classroom instruction with labs, simulations, clinical placements, and field experiences to ensure graduates are workforce ready.

For recruitment or promotional materials, you may want to group these programs into four themes:

- **Health Care:** Medical Laboratory Technology, Combined Laboratory and X-Ray Technology, Primary Care Paramedic
- **Human Services:** Social Service Worker
- **Education & Child Development:** Early Childhood Education, ECE Workplace Mentorship, ECE III, Education Assistant
- **Health Pathways & Administration:** Pre-Health Sciences, Medical Administration

Programs

Certificate & Diploma Programs

- Comprehensive Health Care Aide
- Education Assistant
- Medical Administration
- Pre-Health Sciences
- Primary Care Paramedic

- Practical Nursing
- Practical Nursing Bridging
- Social Service Worker

Advanced Diploma Programs

- Early Childhood Program Management (ECE III)

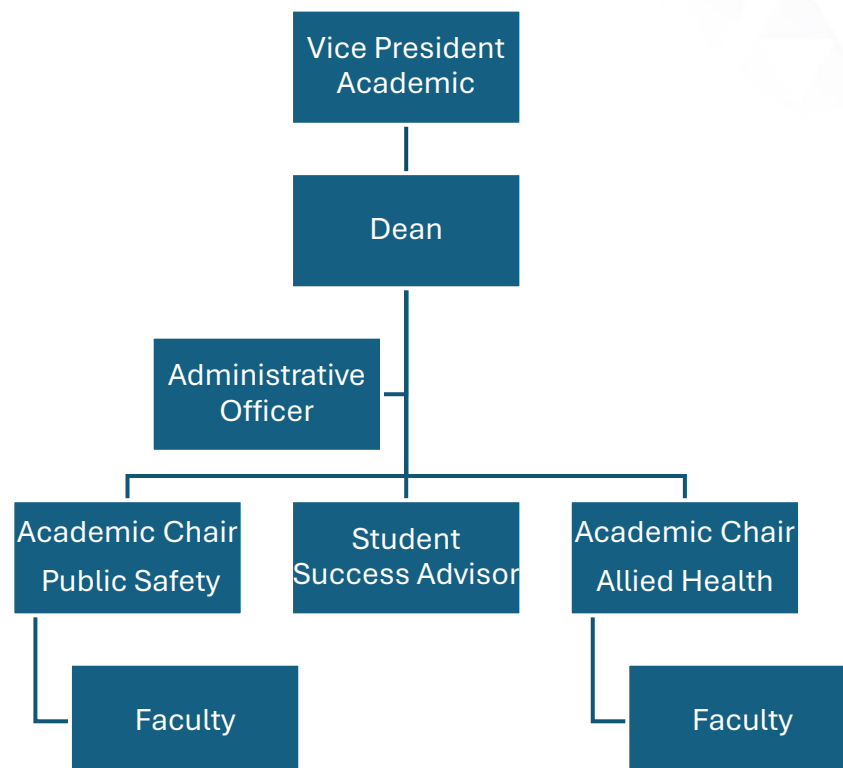
Diploma Programs

- Combined Laboratory and X-Ray Technology
- Early Childhood Education (ECE)
- Early Childhood Education Workplace Mentorship
- ECE Qualification Recognition (Foreign-Trained Individuals)
- Medical Laboratory Technology

Micro-Credentials and Specialized Training

- Education Assistant Advanced Practice
- Education Assistant Inclusive Practice
- Foundation in Education Assistance
- Nursing Foot Care
- Dietary Aide
- Child Care Assistant (CCA)

Organizational Structure





Indigenization Strategy

Our commitment

Assiniboine Community College recognizes the unique history of Indigenous peoples and is committed to playing an active role in reconciliation. Indigenous learners and communities are an important consideration in senior-level decision making and organizational planning.

We believe strongly in strengthening our partnerships with First Nations, Métis and Inuit peoples through continued collaboration. Our college has a proud history of working with

Indigenous communities and organizations across the province and this will continue to flourish. By making positive changes to reduce barriers to education and educational supports, we can empower Indigenous students to succeed.

ACC has an important role in helping to reducing the educational attainment and employment gaps that currently exist between Indigenous and non-Indigenous people. Increasing pathways for Indigenous learners will contribute to the success and prosperity of individuals, families, and communities while also addressing labour market demand and Manitoba's economic growth.

With the support of provincial and federal governments, additional education opportunities extend beyond our campuses to training sites both on- and off-reserve.

Our campuses are located in Assiniboine Community College campuses are located on the traditional territories of Treaty No. 1 and Treaty No. 2, and the shared traditional lands of Cree, Oji-Cree, Dakota, Dene and Anishinabek/Ojibwe peoples, and the national homeland of the Red River Métis. It is encouraged to practice acknowledge the history of these lands at formal events, ceremonies, and presentations.

We foster an environment for all students to grow through the sharing of knowledge, perspectives and experiences. As both Indigenous peoples, and Canadians alike, grow to understand the impacts of colonialism and assimilation, we work at renewing relationships as we partner to change in education.

ACC is a proud signee of College and Institutes Canada's Indigenous Education Protocol for Colleges and Institutes. This document is based on seven principles that reaffirm the importance of Indigenous education and offer guidance on governance structures, student supports, participation rates, and learning environments.

A central pillar in ACC's strategic direction is contributing to First Nation, Métis, and Inuit prosperity by having the highest college participation rate in the province. Currently, 18% of our student body identify as being First Nations, Métis or Inuit.

Education has a central responsibility in reconciliation across Canada. It is the view of Assiniboine Community College that we move forward together in unity with healthy dialogue, cultural respect, kindness and shared perspectives.

Our Strategy

The Indigenization strategy described in this document reflects these complexities and Assiniboine Community Colleges' commitment to reconciliation; the decolonization of education at the post-secondary level; our obligations to CICan's Aboriginal Protocol, Manitoba's Collaborative Indigenous Education Blueprint, the MOU with the Brandon Urban Aboriginal People's Council; and our engagement to ensure Indigenous student success.

Position Description

Dean, School of Health and Human Services

Reporting to the Vice-President, Academic, the Dean of the School of Health & Human Services provides strategic, academic, and operational leadership for one of Assiniboine College's largest and most impactful academic schools. The Dean is responsible for all aspects of the school's operations, including academic quality, program development, financial management, workforce planning, applied research, partnerships, and student success. As a member of the College's senior academic leadership team, the Dean contributes to institution-wide planning, policy development, and strategic decision-making. The Dean fosters an environment where innovation, collaboration, inclusion, and excellence in teaching and learning thrive. As the face of the School, the Dean champions responsive programming that addresses Manitoba's workforce needs while supporting exceptional student experiences and outcomes.

Working closely with health-care providers, community organizations, government agencies, Indigenous communities, regulatory bodies, and industry partners, the Dean ensures that programs remain current, relevant, and aligned with evolving labour market demands. The Dean promotes interdisciplinary collaboration and supports initiatives that strengthen the health and well-being of individuals, families, and communities across Manitoba.

About the School of Health & Human Services

The School of Health & Human Services prepares graduates to make meaningful contributions to Manitoba's health, community, and social service sectors through applied, student-centered learning.

The school offers a diverse range of programs that support workforce development in healthcare, community services, early learning, and human services fields. Through strong industry partnerships, experiential learning opportunities, and community engagement, students develop the knowledge, skills, and professional competencies required to meet the complex needs of individuals and communities.

Programs emphasize hands-on learning, cultural responsiveness, Indigenous engagement, inclusion, and evidence-informed practice. Graduates are equipped to deliver compassionate, ethical, and high-quality services in a variety of settings throughout Manitoba and beyond.

Key Responsibilities

LEADERSHIP

- Provides visionary leadership that advances the school's strategic priorities and aligns with the College's mission, vision, values, and academic plan.
- Creates an inclusive, collaborative, and high-performing culture that promotes accountability, innovation, engagement, and continuous improvement.
- Leads strategic discussions regarding program growth, workforce development, and emerging opportunities within Manitoba's health and human service sectors.
- Supports accessibility and flexibility of programming through online learning, continuing studies, community-based delivery, and customized training initiatives.
- Promotes Indigenous engagement, reconciliation, equity, diversity, inclusion, and belonging throughout the school.
- Contributes to effective relationships with faculty, staff, students, unions, professional associations, and external partners.

Academic Excellence and Teaching & Learning

- Leads academic planning, program development, and curriculum renewal initiatives within the School.
- Ensures programs meet accreditation, regulatory, and industry standards where applicable.
- Promotes excellence, innovation, and integrity in teaching and learning.
- Supports student-centered, culturally responsive, and inclusive educational practices.
- Encourages the integration of technology and emerging best practices into program delivery.
- Champions student success, retention, and graduate employment outcomes.
- Supports experiential learning opportunities including clinical placements, practicums, simulations, and community-based learning.

Strategic Planning and Workforce Development

- Develops and implements strategic and operational plans that align with institutional priorities and labour market demands.
- Identifies emerging trends, workforce shortages, and opportunities within health and human service sectors.
- Leads the development of new programs, pathways, micro-credentials, and training initiatives to address provincial and regional workforce needs.
- Collaborates with internal and external stakeholders to develop innovative education and training solutions.
- Supports continuing studies, contract training, and international initiatives where appropriate.

Community Engagement and Partnerships

- Serves as a key ambassador for the School and the College.
- Builds and maintains strong relationships with healthcare organizations, social service agencies, Indigenous communities, government partners, professional associations, regulators, and employers.
- Represents the College on sector councils, advisory committees, and provincial or national working groups.
- Establishes and strengthens partnerships that enhance student learning opportunities, applied research, and workforce development initiatives.
- Promotes the School and College throughout Manitoba and beyond.

Applied Research and Innovation

- Supports applied research initiatives that advance health, community, and human service practice.
- Encourages faculty and staff participation in research, scholarship, and knowledge mobilization activities.
- Facilitates partnerships that support innovation, program excellence, and community impact.
- Works collaboratively with institutional research and applied research teams to pursue funding opportunities and strategic initiatives.

Faculty and Staff Relations

- Provides leadership and direction to academic chairs and administrative staff.
- Supports recruitment, retention, succession planning, and professional development initiatives.
- Fosters a culture of collegiality, respect, accountability, and continuous learning.
- Ensures transparent and effective performance management practices.
- Creates opportunities for leadership development throughout the school.

Administration and Financial Stewardship

- Oversee the school's planning, budgeting, and resource allocation processes.
- Demonstrates sound financial management and accountability.
- Ensures effective utilization of human, financial, physical, and technological resources.
- Supports risk management and compliance with college policies, procedures, and regulatory requirements.
- Leads change initiatives and continuous improvement efforts.

Candidate Profile

Knowledge, Skills and Abilities

Education

- Master's degree in a relevant discipline is preferred.
- An equivalent combination of advanced education and senior leadership experience may be considered.
- Registration or eligibility for registration with a relevant professional body would be considered an asset.

Knowledge

- Significant progressive leadership experience within post-secondary education, healthcare, human services, community services, or a related sector.
- Demonstrated understanding of Manitoba and Canadian post-secondary education systems.
- Experience leading complex teams within unionized and multi-stakeholder environments.
- Knowledge of accreditation, regulatory, and professional practice requirements relevant to health and human services programs.
- Experience with strategic planning, program development, budgeting, and resource management.
- Understanding of Indigenous education, reconciliation, decolonization, and inclusive practices.
- Experience building partnerships with industry, government, community organizations, and Indigenous communities.
- Experience supporting applied research, innovation, or scholarship is considered an asset.

Skills & Abilities

- Exceptional leadership, communication, and relationship-building skills.
- Strong strategic thinking and organizational planning abilities.
- Proven ability to influence, negotiate, and build consensus among diverse stakeholders.
- Demonstrated financial acumen and resource management skills.
- Ability to lead change and navigate complex organizational environments.
- Strong analytical, problem-solving, and decision-making capabilities.



- Commitment to student success and academic excellence.
- High degree of integrity, professionalism, and accountability.

Attitude

- Collaborative and inclusive leader.
- Innovative and future-focused.
- Entrepreneurial mindset with a commitment to continuous improvement.
- Strong advocate for equity, diversity, inclusion, and reconciliation.
- Adaptable and resilient in a dynamic environment.
- Committed to fostering a culture of respect, engagement, and excellence.

Location

Brandon, Manitoba, Canada

Brandon, known as the “Wheat City,” is a progressive community nestled along the Assiniboine River in the heart of Manitoba and is the second largest city in Manitoba.

The City of Brandon's population in the 2021 Census was 51,313, just over a 5% increase from the 2016 Census. Brandon's growth has kept pace with the fastest growing cities in Canada and demonstrates the opportunities available for individuals, families, and businesses to grow and succeed. According to the 2021 Census, the City's landmass is approximately 79.04 square kilometers and has an estimated trading population of 180,000.

Brandon is an important cultural centre for the southwest region of Manitoba. With such excellent cultural facilities, programmes, and events such as the Art Gallery of Southwestern Manitoba, Brandon University's Fine Arts and Music Programmes, the Brandon Folk, Music & Art Festival, and various theatre and dance schools, this city serves as a pivotal point for cultural connections.

Cultural, recreational and entertainment opportunities abound. Citizens can indulge their cultural tastes with a theatre or concert visit, or a stroll around the Art Gallery of Southwestern Manitoba. Other attractions include the Lieutenant Governor's Winter Festival, the Royal Manitoba Winter Fair, the Manitoba Summer Fair and the City of Lights, the Brandon Folk Music and Art Festival and the Brandon Jazz Festival; or enjoy live entertainment performed by one of Brandon's two theatre companies.

One of City Council's priorities includes addressing the long-term impact and sustainability of the environment. As stewards of our community, it is important for us to do our parts to minimize our impact on our environment and to assist where we can, to create a green community. As part of our efforts, the City of Brandon has hired consulting company Urban Systems in 2022 to help develop a Climate Change Action Plan for Brandon aimed at both reducing our impact on the environment and adapting to a changing climate. On May 15, 2023, Brandon City Council officially adopted the Climate Change Action Plan.

Brandon is also great for the outdoor enthusiast. The Assiniboine River winds its way through the City, passing the Riverbank Discovery Centre. The “Red Willow Trail” pedestrian bridge links together a mixture of attractive walkways, cycling routes, nature reserves and picnic spots. Brandon features many fabulous golf courses, bike paths and city parks. For the water enthusiast, numerous stunning lakes are within a half hour drive of Brandon.

- For more information see: <https://www.brandon.ca/>
- <https://storymaps.arcgis.com/stories/895d8774441f4c108a305ac7d3d48e19>



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Additional Information

Assiniboine Community College is committed to an equitable, diverse, and inclusive workforce. We welcome applications from all qualified persons. We encourage women; First Nations, Métis and Inuit; members of visible minority groups; persons with disabilities; persons of any sexual orientation or gender identity and expression; and all those who may contribute to the further diversification of ideas and the College to apply.

Commitment to Diversity:

Assiniboine College is committed to creating a barrier-free environment that emphasizes the value of diversity and promotes full participation. We welcome applications from all qualified candidates who are legally entitled to work in Canada, including Indigenous peoples, persons of all abilities, members of visible minorities, all genders, and sexual orientations.

How to Apply:

If you are interested in this career opportunity, please email your resume and cover letter with reference to this competition to careers@assiniboine.net. We thank all applicants for their interest; only those selected for further consideration will be contacted.

For accommodations or alternative formats, contact careers@assiniboine.net or 204 725 8729.

Assiniboine College is privileged to provide learning opportunities on the lands of the Dakota Oyate, Nakoda Oyate, Ininiwak, Nehethowak, Nehiyawak, Anishininewuk, Denesuline, Anishinaabeg, and the National Homeland of the Red River Métis.