



Deputy Provost (Marine Institute) & Executive Director (Professional and Continuing Education)
Memorial University
St. John's, NL

Memorial University is committed to employment equity and diversity and encourages applications from all qualified candidates, including women; Indigenous peoples; people of any sexual orientation, gender identity, or gender expression; visible minorities/racialized people; and people with disabilities.

We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

Gaps in career history/research history can exist for any number of reasons. We are eager to learn about your accomplishments regardless of timeline and do not ask you to disclose information about family responsibilities, sick leave, settlement, etc. We acknowledge and value diverse career paths, ways of knowing, and forms of communicating knowledge, and we value the particular expertise brought by members of Historically, Persistently, or Systemically Marginalized groups.

The Organization

Memorial University is one of Canada's leading public universities and is committed to academic excellence, research impact, student success, and community engagement. The Marine Institute is a globally recognized centre for ocean education, technology, research, and industry partnerships, with a longstanding reputation for delivering industry-focused education, specialized training, and applied research that supports the ocean sectors provincially, nationally, and internationally.

The Role

Memorial University is seeking a dynamic leader to be our new Deputy Provost (Marine Institute) & Executive Director (Professional and Continuing Education). This is a unique opportunity to serve as a key member of Memorial University's senior leadership team, providing executive leadership for the Marine Institute—one of Memorial's five campuses—while also advancing innovation in Professional and Continuing Education across the institution's multi-campus system. Reporting to the Provost, the Deputy Provost (Marine Institute) & Executive Director (Professional and Continuing Education) holds overall responsibility for the Marine Institute campus, including financial and operational performance, strategic direction, and organizational effectiveness. The role provides executive oversight of all Marine Institute operations, leads external relations, and serves as a principal ambassador for the Institute.

Working in close partnership with industry, government, and academic colleagues, the Deputy Provost collaborates with senior leaders across Memorial University and engages broadly with external stakeholders and partners to advance institutional priorities, strengthen partnerships, and expand the impact of both the Marine Institute and Memorial University globally. Building on the Institute's longstanding success in providing first-rate industry training and upskilling, the role also leads the development and delivery of Professional and Continuing Education initiatives across Memorial's multi-campus ecosystem, ensuring alignment with institutional priorities, community needs, and emerging labour-market opportunities.



The Deputy Provost fosters an inclusive environment that supports faculty, staff, and students and encourages a culture of academic excellence, research impact, student success, community engagement, and respect for place.

Key Areas of Leadership and Oversight

Institutional and Academic Leadership: Serves as a key member of Memorial's senior leadership team, contributing to the development of the university's vision and priorities and leading the effective implementation of institutional strategies. Contributes to the development and execution of strategic initiatives and academic and industry priorities at the Marine Institute. Provides leadership to school heads, instructors, and staff across the Marine Institute, ensuring the effective delivery of its academic, training, and research mandate in alignment with the university's mission. Oversees and ensures compliance with academic regulations, government requirements, ISO 9001 certification, and accreditation standards. Supports evidence-based decision-making, academic planning and program development and delivery; advances strategic enrolment and retention initiatives; and strengthens teaching and learning. Fosters faculty and staff development and mentoring, and addresses personnel matters with fairness, effectiveness, and respect, while ensuring effective workplace relations through the consistent application of collective agreements and institutional policies and procedures. Promotes student success, including through meaningful and deliberate engagement with Indigenous communities. Supports positive academic outcomes by building strong relationships with the student body, enhancing the student experience, and maintaining a visible and engaged presence within the Institute. Supports Indigenous engagement

Research Leadership: Advances scientific, industry, and student research priorities at the Marine Institute, specifically in areas of Fisheries, Maritime Studies, and Ocean Technologies. Works with researchers to build capacity and enable world-class research and research collaborations. Develops research funding opportunities for researchers, aligning research activity with institutional priorities and industry and broader sector opportunities. Strengthens the dissemination and impact of research outputs by supporting publication, knowledge mobilization, and researcher participation in national and international academic and industry forums. Expands opportunities for Indigenous-led and graduate research by supporting the development of research-based programs and securing funding through external partnerships and funding agencies.

Industry Relationships and External Partnerships: Drives innovation, development, and collaboration in the ocean industries. Works closely with the Marine Institute's Industry Advisory Board to ensure sector priorities are effectively advanced. Collaborates with community colleges, federal and provincial development agencies, Indigenous communities and organizations, and other external groups on matters of shared interest. Builds new strategic partnerships and collaborations by leveraging existing relationships. Promotes and capitalizes on the Marine Institute's specialized training facilities and applied research centres.

Professional and Continuing Education: Leads the development and implementation of a Professional and Continuing Education strategy for the whole institution aligned with Memorial's broad priorities, community needs, and labour market demand. Supports the development of new non-credit and credit programs in the lifelong learning space. Identifies and advances emerging opportunities in professional,



online, and hybrid programming, ensuring academic integrity and accessibility while maintaining the flexibility required to meet the needs of adult, part-time, and working learners.

Operational Management and Finance: Leads financial management and budgeting processes of the Marine Institute, ensuring effective planning, robust oversight, and the efficient use of human, financial, information, and infrastructure resources. Leads major institutional change processes, including program development, academic restructuring, and academic reviews, among other initiatives. Provides strategic oversight of resource allocation within a complex budgetary environment, balancing financial and operational priorities and ensuring effective risk management. Advances institutional goals and priorities related to accessibility, Indigenization and equity, diversity, inclusion, and anti-racism (EDI-AR), embedding these principles in strategy, policy, and practice. Identifies and develops new revenue streams.

The Ideal Candidate

The ideal candidate is a strategic and collaborative academic leader who brings a demonstrated ability to navigate complex organizational environments while building strong relationships across academic, industry, government, and community sectors. They are an effective communicator, capable of balancing consultation with decisive leadership, and are committed to advancing academic excellence, research impact, innovation, student success, and organizational effectiveness.

Qualifications and Experience

While the Search Committee recognizes that no one candidate is likely to meet all qualifications in equal measure, those listed below are desirable and will be used to compare candidates.

- Earned doctorate or terminal degree in a relevant discipline, or equivalent professional experience in an academic context is preferred.
- Significant senior leadership experience, including demonstrated financial and organizational expertise and the ability to balance consultation with sound decision-making.
- Demonstrated experience in academic governance and faculty affairs.
- Experience in supporting industry-driven curriculum and program delivery.
- Proven track record of engagement with industry partners.
- Significant experience with budget management and institutional planning.
- Demonstrated leadership experience in EDI-AR and/or Indigenization in an academic context.
- Familiarity with accreditation processes and regulatory environments.
- Experience managing large teams and leading complex change initiatives.

Skills and Attributes

- Strong leadership, communication, and collaboration skills.
- Ability to support evidence-based decision-making, strategic planning, and institutional effectiveness.
- Demonstrated capacity to foster faculty and staff development while supporting positive workplace relations.
- Commitment to advancing equity, diversity, inclusion, anti-racism, and Indigenization.
- Ability to build and sustain strategic partnerships and collaborations.



- Strong financial acumen and experience balancing operational and strategic priorities in complex environments.
- Ability to lead organizational change while fostering an inclusive and engaging culture.

To Apply Submit your full application package online at: [Deputy Provost \(Marine Institute\) & Executive Director \(Professional and Continuing Education\) | KBRS](#)

For other inquiries, contact Michelle Doyle at mdoyle@kbrs.ca

We will provide support and accommodations to applicants with disabilities, upon request. If you need accommodation in order to participate as a candidate in the recruitment process, please contact accommodate@kbrs.ca or communicate your needs to the recruitment professional named in the job description.