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KELOWNA • PENTICTON • VERNON • SALMON ARM

**Alex Verdecchia**  
PRINCIPAL

778.388.2722  
averdecchia@mbexec.ca

**Brittany Stansfield**  
SENIOR CONSULTANT +  
HEAD OF RECRUITMENT

778.600.1602  
bstansfield@mbexec.ca

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**COMPANY:** Okanagan College  
**POSITION TITLE:** Dean, Health and Social Development  
**REPORTING TO:** Provost and Vice President, Academic – Dr. Samantha Lenci  
**LOCATION:** Kelowna, BC  
**WEBSITE:** <https://www.okanagan.bc.ca/>

## ORGANIZATION OVERVIEW

### About Okanagan College

#### College Facts

**15,900+**  
STUDENTS ATTEND  
OC EACH YEAR

**1,000+**  
EMPLOYEES

**7,988**  
FULL-TIME  
EQUIVALENT  
STUDENTS

**1,515**  
INDIGENOUS  
STUDENTS

#### Portfolio Facts

**4**  
CAMPUSES

**8**  
PROGRAMS

**OVER  
600 FTE**  
STUDENTS<sup>1</sup>

**91%**  
STUDENT  
SATISFACTION<sup>2</sup>

AVERAGE  
CLASS  
SIZE **18**

With a history dating back to 1963, Okanagan College has been embedded in the social, cultural and economic fabric of the region for over a half-century. The institution provides post-secondary education and training to the Okanagan, Shuswap and Similkameen regions and has a strong reputation for excellence in learning and teaching through its wide range of academic, career, continuing education, developmental, trades and vocational programs.

The College's catchment area extends from Osoyoos and Princeton in the south and west to Mica Creek and Revelstoke in the north, covering an area of 37,750 km<sup>2</sup> and serving a population of nearly 400,000 people. Each year, approximately 16,000 domestic and international students attend Okanagan College in programs spanning Arts, Science, Business Administration, Health and Social Development, Trades and Apprenticeship, Adult Upgrading and in niche areas such as Viticulture, Animation and Sustainable Building Technology. Also offering vocational training, Okanagan College is the second largest trades training institution in B.C.



The latest chapter in Okanagan College's history began in 2005, when Okanagan University College evolved into two separate institutions: Okanagan College (OC) and UBC Okanagan. Okanagan College has since grown significantly, with rapid expansion in almost all program areas.

Known for its easily identifiable red logo, the College's brand has taken a firm hold in the business and social fabric of the region. Many have attributed this to the College's focus on partnerships and outreach, while meeting student, community and employer needs. With an annual operating budget of over \$125 million and more than 1,000 employees, OC is a significant contributor to the regional economy.

## INSPIRE - STRATEGIC PLAN



**Inspire: Okanagan College's new strategic plan. Join us.**

In 2021, the Okanagan College community and members of our surrounding communities engaged in dialogue and provided input to shape Inspire, the College's next strategic plan.

Inspire is the culmination of hundreds of perspectives, conversations, ideas, comments and questions woven together. It outlines Okanagan College's story, mission, vision, values, responsibilities and commitments. The accompanying roadmap defines the interconnected actions across the institution that will help drive positive change and achieve the goals set forth. Inspire is an action-focused plan. Its launch signals the beginning of OC's next chapter, and an open invitation to the many more conversations that will follow.

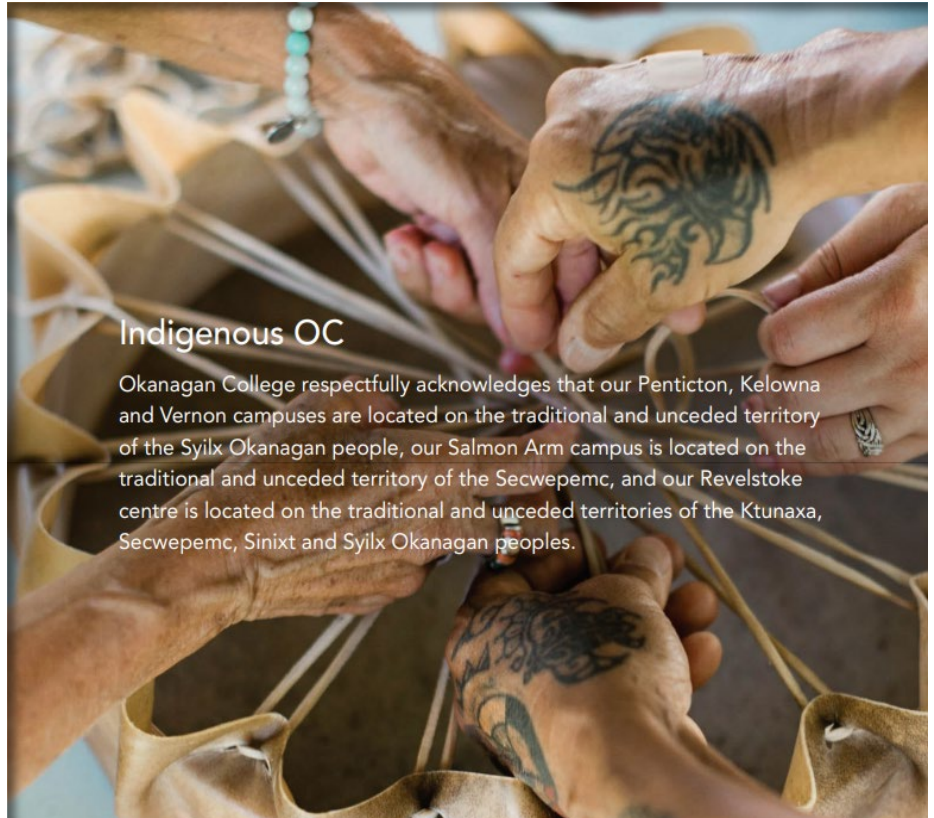
Read the Strategic Plan [here](#).



## OKANAGAN COLLEGE'S COMMITMENT TO RECONCILIATION

Okanagan College recognizes that as an institution, it is part of the educational and social fabric of the region, and that it has both the opportunity and responsibility to support and empower OC learners and employees to be positive agents of dialogue, knowledge sharing and change.

OC's mission is to transform lives and communities. It is the people of Okanagan College who bring this mission to life, and who have the ability and the agency to do so for the betterment of our world. OC recognizes that this mission cannot be fully achieved without strong commitment to – and action toward – reconciliation.



Okanagan College is committed to full engagement in the Calls to Action of the Truth and Reconciliation Commission. OC strives to be a place where all students, staff, faculty and visitors can learn from the deep knowledge and traditions of Indigenous communities and from the effects of colonialism. And from this knowledge, contribute ideas and perspectives to guide its collective effort and action to decolonize our society and work toward reconciliation.

The College recognizes that communication, knowledge, understanding, awareness and action all play a role in reconciliation and lead us to a more inclusive, equitable and just society. OC also recognizes that the ongoing systemic racism experienced by Indigenous people of Canada continues in innumerable ways. As many Indigenous and non-Indigenous people across the country and the world have pointed out, the Residential School System in Canada is not history. It is not a relic of the past. The legacy of the system continues in the lived experience of pain and suffering still felt, and that will be felt, by the survivors, their families and all those impacted by it, for generations into the future. OC acknowledges the trauma that exists and persists, and commits to listening, learning and acting in ways that support Indigenous members in the process of healing.





"I feel working for OC is a privilege. It is a professional environment that acknowledges, appreciates, and respects the contributions of their instructors. OC offers a satisfying workplace that provides support to new instructors and opportunities for professional growth. OC also allows an instructor a chance for a work/life balance. This is not an easy to find in nursing with 12 hours shifts and staff shortages, but working for the health programs in OC allows me to still have an opportunity to provide patient care at the bedside, but equally rewarding is the chance to foster new people into this wonderful field."

– Jody Stone, HCAP Instructor



## HEALTH AND SOCIAL DEVELOPMENT DEPARTMENTS

Okanagan College's **Health and Social Development portfolio** is home to seven credential programs ranging from certificates to diplomas. No matter the area of study, concepts promoting healthy habits throughout the lifespan, from early childhood to older adults, are explored.

**Early Childhood Education** programming focuses on holistic health and well-being. Incorporating both traditional and Indigenous perspectives from provincial early learning frameworks, the program covers curriculum such as health, safety and nutrition; indoor and outdoor play; as well as healthy cognitive, physical and social development during the foundational years up to 12 years.

**Human Service Work** programming focuses on developing skills to support people living with significant challenges. Students explore key features from the perspective of occupants with mental or physical disabilities highlighting ways to help everyone feel more comfortable and welcome. Key elements of the program promote health, wellness and comfort particularly for those that experience many physical, mental and social barriers.

**Pharmacy Technician** programming focuses on developing the skills to prepare prescription medication in a variety of settings. Students learn how to manage preparations with zero tolerance for errors in high-pressure interdisciplinary environments. The curriculum helps students to solve problems with other health professionals and effectively manage stress.

**Dental Assistant** programming focuses on simulating a busy dental clinic where natural light and comfort within operatory cubicles help to ease the anxiety that patients feel with dental care. Dental Assistants learn a variety of techniques while easing patients' concerns and providing comfort. Air, water and nourishment are important components of clinical care as students learn concepts related to oral health care and promoting health habits.



**Therapist Assistant** programming focusing on physical, occupational and recreational therapies as they relate to care within long-term and community settings. Students consider equipment and the built environment when adapting care for clients with a variety of physical and mental health challenges. Rehabilitation and recreational therapies focus on physical and mental fitness, comfort and nourishment. Students consider aspects of outdoor and aquatic therapies together with programs that help people rehabilitate from physical and mental challenges.



**Health Care Assistant** programming focuses on developing personal care providers for long-term care settings. Promoting healthy habits for seniors in care includes all the WELL concepts of nourishment, air, water, light, fitness, comfort and mind. Activities of daily living and personal care are key components of the curriculum. Students explore health, wellness and comfort and the built environment while learning how to transfer patients from bed to wheelchairs using ceiling track and/or floor lifts, for example.

The **Practical Nursing** program develops leaders in compassionate care easing the minds of both family members and clients, patients or residents faced with acute or chronic illness. Students take courses specifically in health promotion and health care covering topics such as infection control, health promoting habits and mindfulness practice in healing.

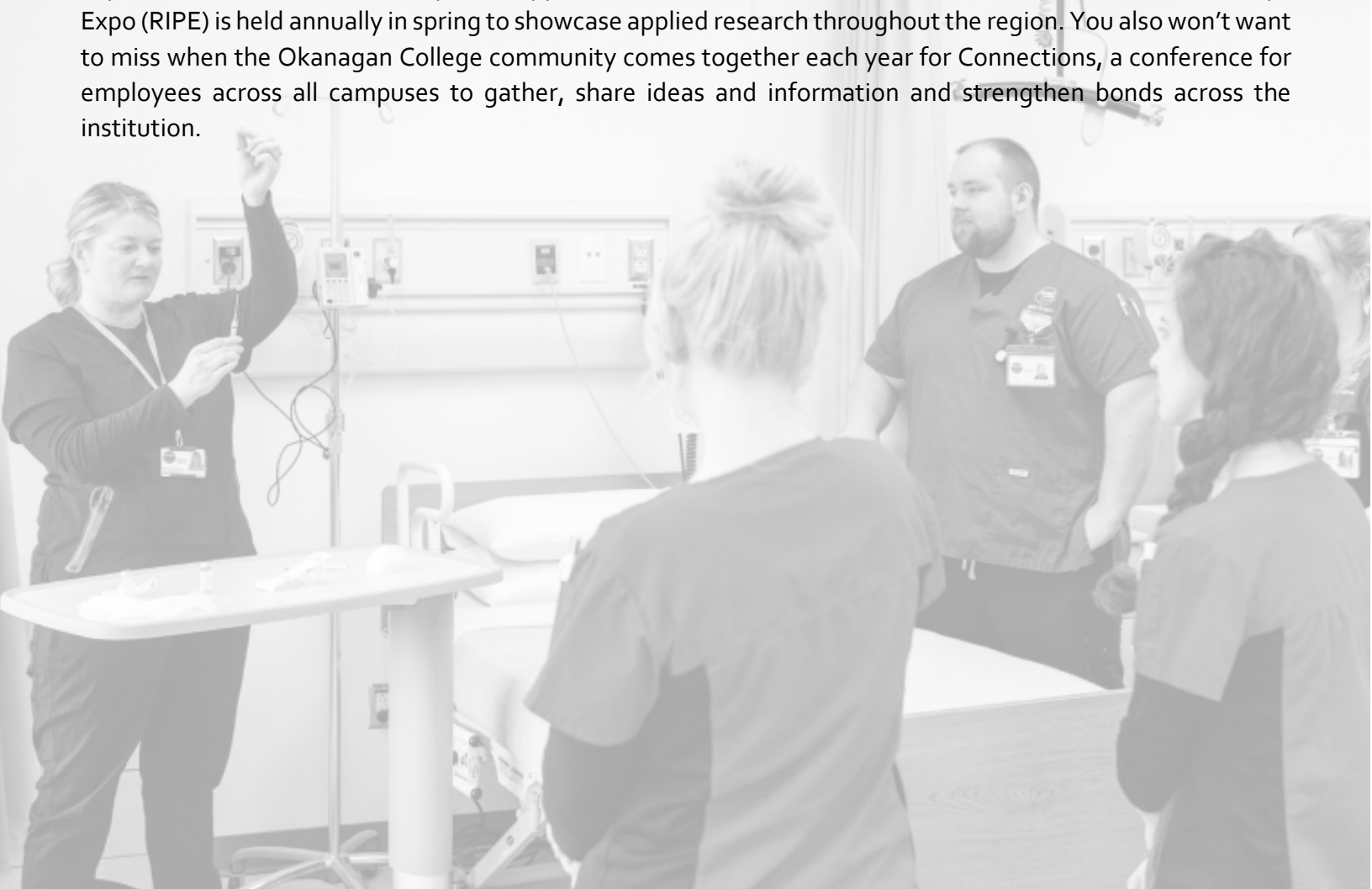




## SUPPORTIVE LEARNING ENVIRONMENT

Okanagan College offers a comprehensive range of support services for students, from mental health and well-being activities, counselling and recreation programs to academic assistance through Student Success Centres. The College is dedicated to providing culturally relevant support to Indigenous students as they journey toward their personal, educational and career goals. Thoughtful Indigenous spaces can be found on each of OC's four campuses, including Aboriginal Student Centres, the gathering place in Salmon Arm, and three Indigenous outdoor gardens: na'ʔ k'wulam n garden in Kelowna, K'nmalka? S nqâlt n garden in Vernon, and a new Indigenous garden in Penticton.

This network of support extends to employees as well. OC's Learning and Applied Research department offers workshops and training on the latest classroom tools and technologies available to enhance the learning experience. Professional development opportunities are available and the Research Innovation Partnerships Expo (RIPE) is held annually in spring to showcase applied research throughout the region. You also won't want to miss when the Okanagan College community comes together each year for Connections, a conference for employees across all campuses to gather, share ideas and information and strengthen bonds across the institution.





# LIFE IN THE OKANAGAN

The region is rich in Indigenous culture, sun-soaked valleys surrounded by sweeping grasslands, and connected throughout by water.

The fruit and wine producing Okanagan Valley stretches 200 km south from the Shuswap Lake region to the US border. Okanagan Lake at 135 km in length anchors the region with an abundance of recreational opportunities. Wineries, beaches, golf, and winter sports complement the urban energy and cultural amenities of the Okanagan.

## KELOWNA OVERVIEW

**Kelowna, BC** is located in the southern interior of British Columbia, resting on **Okanagan Lake** in the Okanagan Valley. Its name comes from the Okanagan term “grizzly bear.” The city’s greater metropolitan area has a population of more than 217,000. Following Vancouver and Victoria, Kelowna is the third largest metropolitan area in the province. **Provincial parks**, pine forests, **vineyards**, orchards, and mountains all surround the city, making it an ideal location for various lifestyles.

## ECONOMY

The Okanagan has experienced significant urban development in recent years. The economy’s **key industries** include health care, education, manufacturing, construction, agriculture, and tourism. Economic drivers include Kelowna International Airport, local universities and hospitals, the **Innovation Centre** and KF Aerospace.



From small scale family farms to industry leaders like BC Tree Fruits and corporations such as Sun-Rype Products, agriculture in the area is diverse and advanced. The area is known for its plethora of wineries and remains a prime destination for visitors across Canada and around the world, further boosting economic activity.



## EDUCATION AND HEALTHCARE

The region is home to quality academic institutions. The region’s largest college, Okanagan College, has four campuses, more than 10,000 students and provides a variety of technical and continuing education programs. This region has other institutions and satellite campuses including BCIT, Center for Arts & Technology, and more. UBC is a **top 40 global university and ranked 6 in North America**. UBC’s **Okanagan campus** has approximately 9,120 students in more than 90 undergraduate and graduate level programs.

Approximately 190,000 citizens in the Okanagan Valley are served by the **Central Okanagan School District**. In total, there are 43 elementary, middle and high schools, teaching in English or French Immersion.

British Columbia is Canada’s **healthiest province**; it delivers high-quality, accessible healthcare for its residents. Its **Ministry of Health** provides extensive information regarding how to apply for health care coverage. **Kelowna General Hospital** is Kelowna’s primary acute care facility and **the Interior Heart and Surgical Centre** offers superior surgical, perinatal and intensive cardiac care in British Columbia

## LIFESTYLE

Kelowna has **something for everyone**. For foodies and frequent cooks, the long growing seasons mean frequent farmer’s markets and fresh produce stands. It’s a true farm-to-table community. This area also has various art galleries and concert venues. For outdoor enthusiasts, the Central Okanagan is truly a playground. There are 240 wineries and dozens of craft breweries, cideries and distilleries. With 19 golf courses, 3 ski resorts, 20 lakes and multiple hiking spots, the Okanagan is one of BC’s premier destinations.



## THE OPPORTUNITY

### POSITION + SCOPE

The Dean, Health and Social Development (“Dean, HSD”) will provide leadership, oversight and senior management for Health and Social Development. The Dean will develop goals and strategies for HSD and oversee the operations of HSD including the management of personnel, employment contracts, labour relations, budgets, finance, physical plant, faculty and staff recruitment, student recruitment and enrollment management, student affairs, program planning and development, inter-regional programming, program accreditation, HSD events, policies and regulations, program advisory committees, pan-institutional projects, and relations with other institutions and affiliated organizations.

### DUTIES + RESPONSIBILITIES

- + Plays a key leadership role in the direction, growth and development of the portfolio and the College. Is a member of the Leadership Team and the Deans Forum. Anticipates, recommends, and contributes to the development of institution-wide policies, and short- and long-term planning, operating and capital budgets and policies and procedures for HSD in keeping with the College’s mission, vision, values and key directions.
- + Plans, directs and coordinates the delivery of the educational programs assigned to the portfolio including identifying needs for new programs, assessing the feasibility of new initiatives and evaluating, modifying, or removal of existing educational programs and services.
- + Undertakes regular reviews of educational programs and implements required actions. Responsible for the oversight of accreditation and ensures programs meet the required standards. Is responsible for the quality assurance of HSD courses and programs and works closely with the departments, Learning and Applied Research, and Education Council in this endeavour.
- + Strives for student satisfaction with programs, program delivery and the quality of instruction. Investigates and processes student complaints related to instruction. Is responsible for student discipline, including the appropriate course of action and the imposition of discipline in all cases except student expulsion. In the latter cases, advises and makes recommendations to the Provost & Vice President Academic.
- + Is responsible for HSD human resources including organizational design, workload assignments, employee recruitment, orientation and training, performance evaluation and management, professional development, labour relations, and health and safety. Is responsible for ensuring a professional work environment for employees and works closely with Human Resources and employee group representatives in order to build and maintain good relations.



- + Promotes and encourages teamwork and consults with and supports instructional HSD employees and staff. Fosters a learner-centered environment and encourages instructional employees to innovate in both curriculum and program development and learning and teaching. Develops and maintains effective communication and coordination both within HSD and between HSD and the College and community. Conducts department Chairs meetings, consults with Chairs on a regular basis, and facilitates the Chairs' performance of their responsibilities.
- + Develops and maintains effective working relationships with other Deans and Directors and Education Council regarding HSD programs offered in the regions. Represents and promotes the College and its programs on local, provincial and national committees, and liaises with deans at other institutions and with government, academic associations, professional associations, accrediting and regulatory bodies, school districts, health authorities, private sector organizations and various other agencies.
- + Manages the HSD budget and finances and is accountable for allocations and expenditures within the approved budget.
- + Administers and ensures adherence to College policies and collective agreements. Participates as the designated supervisor in grievances and provides input to, or participates on, the College's negotiating committees in collective bargaining.
- + Develops and promotes the broad portfolio of HSD programs. Leads the development of innovation and scholarly activity within the portfolio.
- + Ensures that support services for learning and applied research and other resources are available for instructional employees.
- + Ensures staff reporting to the Dean are familiar with the relevant health and safety regulations, receive proper instruction in safe work practices and accident prevention, and meet all safety requirements.

## YEAR ONE CRITICAL SUCCESS FACTORS

- + Gaining an understanding of the full breadth of the HSD's offerings and operations to support the management of current operations while also helping to adapt, evolve and/or rebuild existing operations and programs will allow OC to take full advantage of future opportunities for growth and innovation. This will be key.
- + On the tails of its past successes, OC continues to evolve and change to better serve the students and the region. Recognizing that change in an organization can be challenging for many, mindfully



assessing forthcoming changes and establishing a collaborative vision in the first year will ensure a successful tenure.

- + As new programs are added, finding new community partners while maintaining strong relationships with current partners will be very important to ensure the ongoing success of OC's programs and reputation.
- + To address the high demand for health practitioners in BC, the province has enacted several programs to increase **funding for nursing education, seniors' care** and more. Establishing good relationships with government and its Ministries will ensure HSD is well positioned to take advantage of these new, one-time funded initiatives.
- + HSD is looking to increase its capacity in its Pharmacy Technicians programming and potentially establish a new program in Medical Laboratory Technology to meet the increasing regional demand. Shepherding these changes through to successful implementation will be a key point of focus in the first year.
- + In September 2024, HSD aims to pilot a new, government funded initiative to encourage students in grades 10, 11, and beyond to consider a career in health care. This Health Sampler lead initiative provides an overview on career options and also represents an excellent marketing tool for OC. While the initial response to this initiative has been strong, supporting the pilot program will help ensure its success and lead to its expansion.

## SKILLS + EXPERIENCE REQUIRED

### PROFESSIONAL EXPERIENCE + QUALIFICATIONS

- + Minimum ten years in post-secondary education, with significant experience in both administration and teaching.
- + A strategic visionary with proven strong academic leadership and management competencies with the capability and capacity to deliver on strategic objectives.
- + Transformational and trustworthy decision-maker: provides creative solutions to complex problems and understands the intersection of process and technology with operational needs driving results and trust.
- + Bold advocate and exceptional communicator: strong negotiation and influencing skills to build and foster positive relationships with the local, national and international communities, government, and alumni is essential.



- + Sustainability and growth: proven ability to identify and promote new opportunities to attract resources and secure funding opportunities.
- + Management: demonstrated knowledge and skills in applying or managing financial, governance and quality management systems to support organizational efficiency and effectiveness.
- + Creativity and Innovation: demonstrated ability to develop and assess new approaches, define standards of excellence, and implement cutting-edge programs or processes.
- + Commitment to reconciliation: demonstrated cultural sensitivity and commitment to reconciliation and adoption of Indigenous ways.
- + Equitable access: demonstrated commitment to increasing participation and success of marginalized populations in learning and employment opportunities.
- + Inclusive leadership: a role model and champion for change with a demonstrated commitment to embedding equity, diversity, inclusion and social justice into practices and processes.

## PERSONAL + LEADERSHIP ATTRIBUTES

### Leadership and Connection

- + Champions a culture throughout the College of leadership, transparency, collaboration, and establishing mutually beneficial relationships.
- + Actively builds strategic and long-lasting partnerships with community members that supports the College's strategic plan, reputation, and brand.

### Innovation and Change Adept

- + Communicates and leads the College's change initiatives and creates a culture supportive of innovation and change while measuring and monitoring the impact of change on students, employees, community, and stakeholders.
- + Supports innovation that impacts the entire organization (e.g., system and policy changes) and removes obstacles to inter-departmental innovation and continuous improvement.
- + Recognizes tenacity and resilience across the organization and establishes and implements organizational level resilience strategies and wellbeing initiatives.



### Indigenous Cultural Awareness

- + Commits to an Indigenization plan through engagement with Indigenous communities, and identifies possible changes to college policies, structures, and processes that will benefit all and that will contribute to the process of decolonization.
- + Takes action to create an organizational environment that is open and that acknowledges and embraces the diversity and distinctness of the Indigenous communities.

### Integrity and Respect

- + Develops and implements College strategies that promote and support integrity, ethical work practices and respectful behaviour in the workplace.
- + Address and assists in the resolution of interdepartmental conflicts and unethical practices.
- + Develops, communicates, and implements organizational strategies and initiatives that supports the principles of EDISJ and a culture within the College of integrity and respect.
- + Models and builds a culture of inclusion when engaging with the College internal and external community.

### Results Focused

- + Creates and fosters an environment at the College that is student, employee, client, and community focused.
- + Removes barriers and supports creation of programs, systems, and structures to improve student, alumni, and employee engagement.
- + Continually assesses and adapts to future needs and positions the College to take advantage and respond to emerging trends and opportunities.
- + Creates and executes on the vision and strategy for the College, leading in all its successful execution.

### EDUCATION REQUIRED

- + Master's degree related to the disciplines found in the Portfolio.
- + Doctorate or equivalent preferred.





## CONTACT INFORMATION

For more information about Okanagan College please visit their website at <https://www.okanagan.bc.ca/>.  
For interest in, or recommendations for this role, please contact:

McDermott + Bull  
1130-1095 W Pender Street  
Vancouver, BC V6E 2M6  
[mbexec.com](http://mbexec.com)

Alex Verdecchia  
Principal  
778.388.2722  
[averdecchia@mbexec.ca](mailto:averdecchia@mbexec.ca)

Brittany Stansfield  
Senior Consultant + Head of  
Recruitment  
778.600.1602  
[bstansfield@mbexec.ca](mailto:bstansfield@mbexec.ca)