



York University

Leadership Positions: *Director, Community Safety Operations AND Director, Community Safety Services*

York University recognizes that many Indigenous Nations have longstanding relationships with the territories upon which York University campuses are located that precede the establishment of York University. York University acknowledges its presence on the traditional territory of many Indigenous Nations. The area known as Tkaronto has been care taken by the Anishinabek Nation, the Haudenosaunee Confederacy, and the Huron-Wendat. It is now home to many First Nation, Inuit and Métis communities. We acknowledge the current treaty holders, the Mississaugas of the Credit First Nation. This territory is subject of the Dish with One Spoon Wampum Belt Covenant, an agreement to peaceably share and care for the Great Lakes region.

Bold, ambitious, dynamic, and truly global: these are but a few words that capture the unique character of Canada's 3rd largest university, a university that provides a broad demographic of students with access to a high-quality, research-intensive learning environment committed to the public good and '*righting*' the future. Located in Toronto—one of the most vibrant and multicultural cities in the world—[York University](#), host to a diverse and dynamic community of 55,000 students and over 10,000 faculty and staff, is dedicated to academic excellence and tackling the most pressing issues of our time.

The safety of all members of the York University community is of paramount importance and is a key institutional priority. The University is committed to fostering an environment where all community members feel valued and safe to study, work, and socialize on its campuses. It is within this context that York University invites nominations and applications for the roles of **Director, Community Safety Operations** and **Director, Community Safety Services**, two positions that will help to implement a comprehensive community-centric safety model within the Community Safety division with an emphasis on anti-racism, equity, diversity, and inclusion.

Below is a snapshot of the responsibilities and key attributes of the incoming leaders, both of whom will report to the Executive Director, Community Safety while partnering with one another and with colleagues across departments to deliver upon their respective mandates:

Director of Community Safety Operations

The Director, Community Safety Operations role participates in and oversees the implementation of the community safety operation strategy for frontline services at the Keele, Glendon, and Markham campuses of York University. The role provides senior managerial leadership to the Community Safety Operations management team; develops and implements continuous improvement strategies; is accountable for the

overall financial management of the community safety operations; and, is accountable for leading and streamlining operations while ensuring best-in-class community safety services are delivered to the greater community. The role is also accountable for ensuring the effective, efficient, and timely provision of community safety and incident management services to the diverse members of the York University community, including students, staff, faculty, and visitors. This is accomplished by implementing a comprehensive Community Centric Safety Approach within the Community Safety Department (CSD), which prominently emphasizes equity, diversity, inclusion, and anti-racism. The role proactively manages several units and provides coordinated initial response and follow-up to incidents, events, and occurrences across York University campuses.

Director of Community Safety Services

The Director, Community Safety Services role is accountable for providing strategic direction and operational oversight of community safety services for York University campuses, specifically Keele, Glendon, and Markham. The role provides strategic oversight to the departments that provide community safety services, which are comprised of Emergency Preparedness, CCTV and Door Access Technology, Community Relations and Crime Prevention, Investigations and Threat Assessment, Fire Safety Services, and Equity Educations and Training Standards. In addition, this role is responsible for financial management, planning and budgeting, human resources activities, and for providing direction on policy development for the community safety services department.

Qualifications

Among the qualifications being sought in candidates, the incoming leaders must develop and maintain a workplace culture that emphasizes equity, diversity, and inclusion, as well as quality and continuous improvement. The roles implement trauma-informed practices, foster community engagement, and address mental health considerations to create a safe and inclusive environment for all using tact, effective judgment, and support. These roles emphasize the identified mission, vision, and values of the Community Safety division and the University. As requested, these roles may serve as designated representatives of the Community Safety division when participating in meetings with senior administration or the broader York University community to facilitate prompt and efficient resolutions to issues raised. Below are additional qualifications sought in candidates for each position:

Education:

- Bachelor's degree in a relevant discipline, such as Business, Social Work, Social Justice, or a related field.

Experience:

- Several years of relevant experience, including experience at the managerial level.
- Experience in crime prevention, rooted in a commitment to anti-racism, equity, diversity, inclusion, and social justice principles.
- Experience in a unionized academic environment is preferred, leading both management staff and frontline client-facing teams.

Knowledge and Skills:

- Knowledge of a Community-Centric Safety model for crime prevention and security.
- Knowledge of the social determinants related to human rights, decolonization, equity, diversity, and inclusion.
- Knowledge of special circumstances and needs of equity-deserving groups.
- Knowledge in relation to the presence of unhoused individuals on university campuses.
- Knowledge of Anti-Oppressive, Anti- Racism, and Positive Youth Development, Strength-Based frameworks.
- Knowledge of business continuity planning as it relates to emergency or disaster emergency management in relation to the Director, Community Safety Services role and knowledge of the Security Guard and Private Investigators Act, Employment Standards Act, and Trespass to Property Act in relation to the Community Safety Operations role.
- Effective communication, presentation, organization, leadership, and planning skills.
- Effective coaching and mentoring skills.
- Ability to build effective relationships and collaborate with partners, community groups, and organizations.
- Effective analytical, facilitative, and conflict mediation conflict resolution skills.
- Ability to use tact and diplomacy in an inclusive manner.
- Ability to exercise consistent and sound judgment.
- Ability to prioritize workload and contribute to a team effort.

How to Apply

The University welcomes applications from all qualified individuals, including, but not limited to women, persons with disabilities, visible minorities (racialized), Indigenous Peoples and persons of any gender identity and sexual orientation. York University is committed to a positive, supportive and inclusive environment.

*York University is partnering with BIPOC Executive Search to ensure applicant lists that are as diverse and intersectional as possible. **All interested applicants can send their resume to Haney Mussa or Jason Murray by e-mailing Hmussa@bipocsearch.com, indicating the role or roles in which they have interest, or can apply through the BIPOC Executive Search mobile app.***

In accordance with the AODA Act, for applicants living with a disability accommodation will be provided throughout the search process. Should accommodations be required, please make Haney Mussa aware by using the above address.

We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.