



UNIVERSITY OF
TORONTO

Position Profile for Dean, Faculty of Law



EXECUTIVE SEARCH

A Snapshot of the Opportunity

Bold, future-focused, and deeply engaged—these are a few words that describe the qualities of the individual being sought for the role of Dean, Faculty of Law at the University of Toronto (U of T). At this pivotal moment in the Faculty's trajectory, the University is conducting an international search for the position and welcomes applications, nominations, and expressions of interest.

Consistently ranked first in Canada and within the top 25 law schools worldwide by both QS World University Rankings and Times Higher Education, U of T's Faculty of Law is home to a vibrant academic community that includes approximately 50 full-time professors, 875 JD and graduate students, adjunct and visiting scholars from top institutions, and a global network of nearly 12,000 alumni. Among its graduates are two Canadian Prime Ministers, 14 justices of the Supreme Court of Canada, and influential leaders across public life, academia, and the private sector. Through rigorous academic programs, innovative public interest clinics, and leadership in areas such as technology and the law, the Faculty prepares students to engage with—and help shape—a rapidly evolving legal landscape. For more information about the Faculty, visit <https://www.law.utoronto.ca/>.

Reporting to the Vice-President and Provost, the Dean serves as a member of the University's senior leadership team and is responsible for shaping the Faculty's strategic vision, advancing academic priorities, enhancing the student experience, and overseeing the effective administration of the division. In a role that combines academic leadership with executive oversight, the Dean will champion excellence in teaching, research, and public engagement, all while fostering a collaborative and inclusive culture that strengthens connections within the Faculty, across the University, and with broader legal, professional, and alumni communities.

The successful candidate will be a highly respected scholar and academic leader, with a track record of advancing legal education through excellence, innovation, and a commitment to equity. They will have demonstrated effective leadership in complex academic environments, earning a reputation for sound judgment, integrity, and the ability to foster thoughtful dialogue and meaningful collaboration. With a talent for building and inspiring community through relationships, the Dean brings experience as a catalyst for new opportunities across teaching, research, and clinical education, as well as the vision and credibility needed to serve as a compelling advocate and fundraiser for the Faculty. The individual best positioned for success in this role sees it as an opportunity to work closely with the Faculty as it collectively shapes the future of legal education and practice—empowering current and future leaders, and advancing the role of law in building a more just and equitable world.

Notable Opportunities for the Dean, Faculty of Law

As part of the selection process, the University of Toronto consulted widely with faculty, students, staff, and members of the broader community to gain a deeper understanding of the Faculty's aspirations for its future. A range of thoughtful perspectives emerged, highlighting the intricacies, dynamism, and immense promise of the Faculty. The following themes represent some of the key opportunities and priorities that surfaced during these consultations:

Bold, Visionary, and Principled Leadership

This is a defining moment for the Faculty of Law—one that calls for a Dean who can both honour its legacy and effectively shape its future. Consultees expressed a clear and compelling desire for a leader with the boldness to chart an ambitious course forward, the courage to navigate complexity, and the integrity to make principled decisions that support long-term institutional excellence. They emphasized the importance of a Dean who engages in deep listening and inclusive consultation, while also demonstrating the decisiveness required in moments of challenge and change.

According to those consulted, this is an opportunity to assert the Faculty's position as a global leader in legal education, influence, and innovation—where rigorous scholarship, public purpose, and justice are inextricably linked. The role calls for a leader of moral clarity and intellectual depth, one who is energized by the opportunity to elevate the Faculty's impact within the University, the profession, and society at large.

Support and Strengthen Research Excellence

The Faculty of Law is home to one of the most accomplished and diverse legal research communities in the world. Its faculty are at the forefront of advancing thought leadership across a wide spectrum of fields, including constitutional law, legal theory, Indigenous law, artificial intelligence and the law, environmental justice, human rights, and global governance. Consultees underscored the importance of sustaining this research excellence and fostering an environment where bold ideas and critical inquiry continue to thrive.

The next Dean is expected to champion and strategically advance the Faculty's research mission, ensuring that scholars have the time, resources, and institutional support to pursue high-impact, cross-cutting, and interdisciplinary work. This includes nurturing emerging areas of inquiry, investing in early-career faculty, and deepening the Faculty's influence on the national and global stage. A steadfast commitment to both individual and collaborative scholarship will be essential to maintaining and expanding the Faculty's global reputation for research excellence.

Notable Opportunities for the Dean, Faculty of Law (cont'd)

Champion Excellence in Teaching and Pedagogy

Students and faculty alike emphasized the importance of preserving—and elevating—the Faculty’s tradition of exceptional legal education, while some consultees called for a renewed focus on teaching excellence as a cornerstone of the Faculty’s mission. The next Dean will be expected to champion outstanding pedagogy by recognizing and rewarding excellence in teaching, supporting faculty in the development of innovative, inclusive, and responsive instructional methods, and ensuring that the curriculum reflects both intellectual depth and practical relevance.

There is a desire to see the continued expansion of experiential learning opportunities—through clinics, moots, internships, and community-engaged learning—to further equip students for leadership in an evolving legal landscape. Under the Dean’s direction, continued emphasis on quality teaching should stand alongside the Faculty’s research strengths, reinforcing its dual commitment to academic rigour and real-world impact.

A Commitment to Reconciliation, Equity, and Belonging

Equity, diversity, inclusion, accessibility, and reconciliation are embedded in the values of both the Faculty of Law and the University of Toronto. Consultees emphasized the importance of attracting a Dean with a proven track record of sustained leadership and accountability in these areas, including a demonstrated commitment to addressing systemic barriers within legal education and the broader legal profession.

The next Dean will be expected to build on and expand the Faculty’s efforts to recruit, retain, and support historically marginalized groups, while ensuring that institutional policies and practices are grounded in fairness, accessibility, and inclusion. Advancing reconciliation in authentic partnership with Indigenous communities and deepening the Faculty’s engagement in anti-racism and anti-oppression work are also seen as essential to the role. A culture of belonging—where equity informs decision-making, community life, and governance—should be a lasting hallmark of the Dean’s leadership.



Notable Opportunities for the Dean, Faculty of Law (cont'd)

Enhance the Student Experience

While students at the Faculty of Law are deeply committed to academic excellence and intellectual rigor, some consultees have expressed a desire for the Faculty to create an even more inclusive, accessible, and student-centered learning environment. The next Dean will be expected to cultivate a culture that meaningfully supports student well-being, mental health, mentorship, and community connection. Consultees also highlighted the importance of leadership that is visible, responsive, and actively engaged with students—ensuring their perspectives are heard and reflected in the Faculty’s ongoing evolution. Enhancing financial aid, strengthening career development supports, and attending to the full lifecycle of the student experience—particularly for those from historically marginalized communities—will be essential to fostering a thriving, supportive academic environment where all students can excel.

Deepen Public Engagement and Global Impact

The Faculty of Law has long held a reputation as Canada’s premier law school and is a global leader in legal scholarship. The next Dean has an opportunity to build on this reputation by deepening the Faculty’s global partnerships, expanding interdisciplinary initiatives, and strengthening its voice in national and global legal and policy conversations. In doing so, the Dean must also deepen the Faculty’s relationship with the legal profession, public institutions, and community-based organizations. A clear commitment to public engagement, legal innovation, and service to society—anchored in the Faculty’s values—will help the next Dean position the Faculty as a beacon of excellence and justice within and beyond academia.

Personal Attributes and Leadership Character

The Faculty community is seeking a Dean who embodies integrity, humility, and principled leadership. The successful candidate must be approachable and emotionally intelligent, with a strong foundation in fairness, equity, and justice. They should be adept at navigating complexity with care, leading through uncertainty with resilience, and uniting diverse audiences with respect and empathy. The next Dean must strike a careful balance in their leadership style—being consultative without hesitancy, decisive without inflexibility, and principled without dogmatism. Above all, they will personify the core values of the Faculty and University, championing academic excellence, equity, and a steadfast commitment to the public good.

The Role and Mandate

As the Faculty's lead academic and administrative officer and a member of the University's senior leadership team, the Dean will lead efforts to advance excellence in legal education and scholarship, foster a culture of collaboration and innovation, and build on the Faculty's longstanding reputation for impact, influence, and global leadership. The Dean will work closely with faculty, students, staff, alumni, and partners to enhance the Faculty's academic mission, external profile, and resource base, while championing a dynamic, inclusive, and student-centred learning environment.

The Dean is responsible for articulating and executing a compelling vision for the Faculty's future and for providing leadership in the following areas:

Academic Excellence and Innovation: Promoting and sustaining the highest standards in teaching, research, and scholarly impact across the Faculty's JD and graduate programs, while fostering innovative and interdisciplinary approaches to legal education.

Strategic Vision and Planning: Shaping the Faculty's strategic direction in alignment with the University's priorities, and developing and implementing initiatives that respond to the evolving needs of students, faculty, the legal profession, and society overall.

Student Experience and Success: Enhancing the overall student experience by fostering an engaging, supportive, and responsive learning environment that addresses the diverse academic, professional, and personal needs of today's learners, and equipping graduates with the skills, resilience, and perspective to thrive in a rapidly evolving legal landscape.

Experiential and Community-Engaged Learning: Supporting the continued growth and integration of experiential learning opportunities—including clinics, moots, internships, and community-based learning—that deepen students' understanding of law in action and expand access to justice.

Reconciliation, Equity, Diversity, Inclusion, and Accessibility: Nurturing a diverse and inclusive academic community that is welcoming, accessible, and supportive, and that reflects the Faculty's commitment to equity, anti-racism, reconciliation, and social justice.

Collaboration and Partnerships: Strengthening the Faculty's connections within the tri-campus University of Toronto community and beyond, actively fostering cross-disciplinary collaboration and engagement with other faculties, institutions, and sectors.

The Role and Mandate (cont'd)

Talent Recruitment and Development: Attracting, retaining, and supporting outstanding faculty, students, and staff, and cultivating a collegial and intellectually vibrant environment in which all members of the community can thrive.

External Relations and Advancement: Serving as a key ambassador for the Faculty, strengthening relationships with alumni, donors, law firms, government, NGOs, and other partners, and leading efforts to grow philanthropic support and external funding.

Resource and Infrastructure Stewardship: Overseeing the Faculty's financial and physical resources with integrity and strategic foresight, ensuring its infrastructure—including facilities and digital capabilities—meets the needs of a world-class legal institution.



Candidate Qualifications

The successful candidate will be a visionary and inclusive leader with an exceptional scholarly profile in law, a demonstrated commitment to excellence in both research and teaching, and the capacity to guide a globally recognized Faculty through a dynamic and evolving legal landscape.

With a deep understanding of legal education, the new Dean will bring both intellectual credibility and a proven ability to lead through complexity. They will demonstrate an open and collegial leadership style, a capacity to foster collaboration across teams, and the confidence to navigate difficult issues with empathy and thoughtful judgment.

While the Advisory Committee recognizes that no one candidate is likely to meet all the qualifications in equal measure, the following criteria are desirable and will guide the assessment of candidates for the position:

Academic and Professional Excellence: A distinguished record of scholarly achievement in legal research and education, ideally complemented by legal practice or engagement with the profession. The Dean should possess strong academic credentials, and a demonstrated ability to think critically and creatively about the future of legal scholarship and education.

Excellence in Research and Teaching: A track record of sustained, impactful research and a commitment to advancing legal education through pedagogical innovation, teaching excellence, and mentorship. The ideal candidate will bring a forward-looking academic vision that supports rigorous scholarship while also engaging with real-world legal challenges and public discourse.

Leadership Experience: Significant leadership and administrative experience within a legal or academic environment, ideally at the level of Dean, Associate Dean, or equivalent. Evidence of having successfully led diverse teams, managed complex portfolios, and contributed to institutional governance is key.

Commitment to Reconciliation, Equity and Public Engagement: A demonstrated commitment to reconciliation, equity, diversity, inclusion, and accessibility, not only as values but as operational priorities within the Faculty. The Dean will possess a record of work that reflects a concern for access to justice, legal pluralism, and public service, and will be a visible and vocal advocate for the societal role of law.

Candidate Qualifications (cont'd)

Community-Building and Collegiality: A capacity to build a cohesive, collaborative, and engaged academic culture. The Dean will model collegiality, foster trust and transparency, and rebuild morale where needed—bringing energy, optimism, and integrity to the day-to-day life of the Faculty.

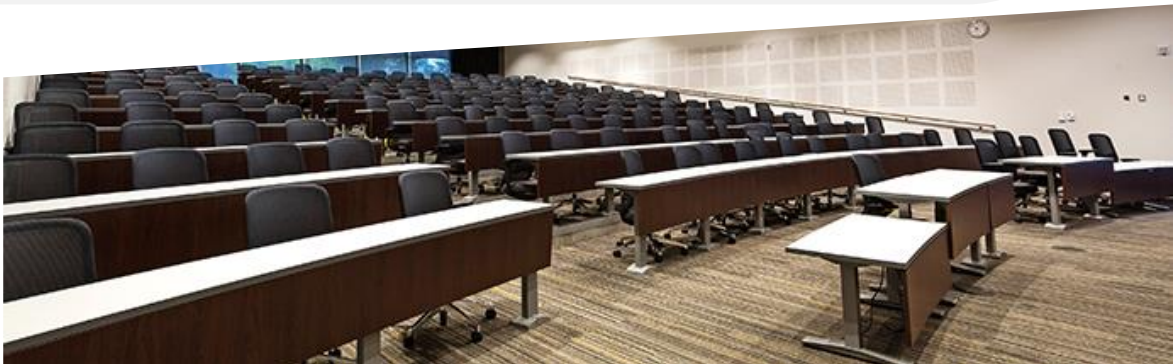
Strategic Vision and Change Leadership: The judgment, courage, and decisiveness to make principled, sometimes difficult, decisions, while remaining attentive to long-term institutional goals. Experience with strategic planning, change management, and leading through institutional transformation will be important.

Interpersonal and Communication Skills: Exceptional communication skills—both listening and speaking—and the ability to engage diverse stakeholders including students, faculty, staff, alumni, the legal community, donors, and the public. The Dean will serve as a compelling and trusted ambassador for the Faculty of Law.

Fundraising and External Relations: A track record of successful fundraising and the ability to strengthen the Faculty's relationships with alumni, community partners, law firms, and other external constituencies. The Dean will advance the Faculty's financial sustainability and external profile through strategic partnerships and advocacy.

Global and Institutional Awareness: An appreciation for the evolving nature of legal education and the legal profession in Canada and internationally. Experience working across legal jurisdictions, with international students, or in institutions committed to academic freedom and scholarly independence will be an asset.

Authenticity and Character: A leader who is principled and reflective—someone who brings empathy and humility to their style of leadership. The Dean should have the emotional intelligence to navigate through challenges, the moral compass to lead with integrity, and the interpersonal warmth to foster connection across the Faculty's many constituencies.

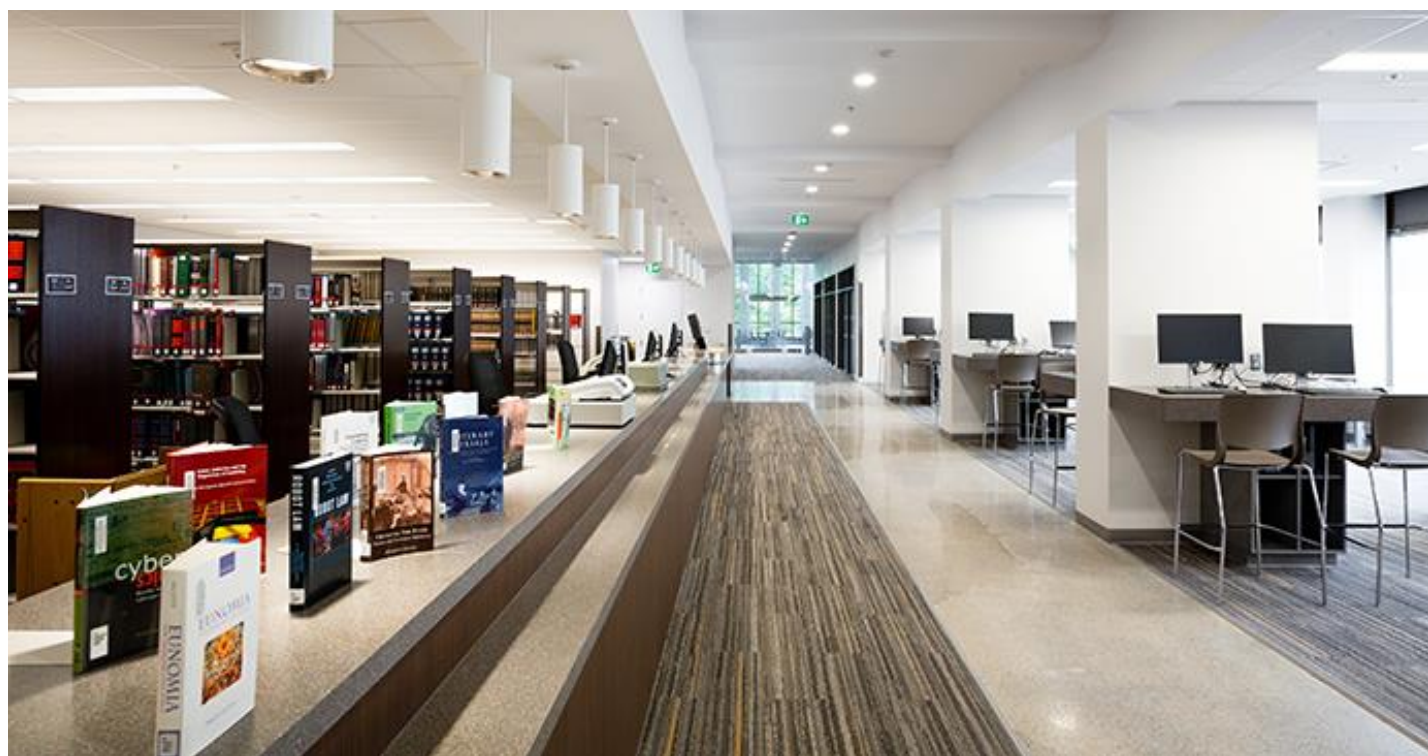


The Process

The University of Toronto embraces diversity and is building a culture of belonging that increases its capacity to effectively address and serve the interests of our global community. They strongly encourage applications from Indigenous Peoples, Black and racialized persons, women, persons with disabilities, and people of diverse sexual and gender identities. They value applicants who have demonstrated a commitment to equity, diversity and inclusion and recognize that diverse perspectives, experiences, and expertise are essential to strengthening its academic mission.

The University will begin considering applicants immediately, and will continue to do so until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications (including a letter of interest and curriculum vitae) can be sent to Jason Murray, President and Managing Partner at BES Executive Search Inc., by emailing jmurray@bessearch.com.

The University is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA). If you require any accommodations at any point during the application and hiring process, please make Jason Murray aware using the email address above.



Appendix A – The Faculty of Law

Established in 1887, the Faculty of Law at the University of Toronto is one of the oldest professional faculties in Canada and among the most prestigious law schools in the world. For over 135 years, it has shaped the legal profession in Canada and beyond, through rigorous academic training, a deep commitment to public service, and a strong tradition of interdisciplinary and international engagement.

Today, the Faculty is home to approximately 50 full-time professors, 875 JD and graduate students, and adjunct and visiting scholars from top institutions. It forms a dynamic intellectual community rooted in excellence, diversity, and a shared commitment to justice and legal transformation. In addition, the student body has established more than [50 extra-curricular clubs](#), enriching the student community.

Academic Excellence and Interdisciplinary Leadership

The Faculty offers a comprehensive suite of degree programs, including:

[Juris Doctor \(JD\)](#)

[Master of Laws \(LLM\)](#)

[Doctor of Juridical Science \(SJD\)](#)

[Master of Studies in Law \(MSL\)](#)

[Global Professional Master of Laws \(GPLLM\)](#)

Its JD curriculum balances foundational legal education with extraordinary depth and flexibility. First-year students develop core competencies through courses in legal methods, research and writing, and leadership skills, while upper-year students choose from over 180 courses and numerous opportunities for advanced and independent research. The LLM and SJD programs welcome graduate scholars from around the world, with concentrations in Business Law, Criminal Law, Health Law and Policy, and Legal Theory. The GPLLM, designed for working professionals, offers concentrations in areas such as Innovation, Law and Technology, Law of Leadership, and Canadian Law in a Global Context.

Students also benefit from Canada's most extensive array of interdisciplinary combined programs, the breadth of scholarship encompassing [every conceivable area](#). These allow JD students to earn joint degrees in areas such as public policy, global affairs, information studies, business, philosophy, social work, and political science. Collaborative graduate specializations are available in Bioethics, Global Health, Jewish Studies, Sexual Diversity Studies, and Women and Gender Studies.

Appendix A – The Faculty of Law (cont'd)

Over one-third of the Faculty's professors hold cross-appointments to other U of T departments and centres—such as Political Science, Economics, Sociology, Criminology, and Philosophy—creating a rich culture of interdisciplinary exchange. The Faculty also maintains formal partnerships with leading institutions around the world, including Oxford, Tsinghua, the Hebrew University of Jerusalem, and the [Centre for Transnational Legal Studies](#).

Experiential Learning and Public Engagement

Experiential learning is central to the Faculty's educational approach. Students engage with the profession through more than a dozen legal clinics, public interest centres, and practice-based initiatives, including:

[David Asper Centre for Constitutional Rights](#)

[Centre for the Legal Profession](#)

[Centre for Innovation Law and Policy](#)

[Capital Markets Institute](#)

[Downtown Legal Services](#)

[International Human Rights Program](#)

[Investor Protection Clinic](#)

[Future of Law Lab](#)

[Pro Bono Students Canada](#) (founded and housed at U of T Law)

These programs allow students to represent clients, support public interest litigation, and contribute to policy change at local, national, and international levels. In addition, mooting, externships, summer internships in over 20 countries, and judicial clerkships further expand the scope of experiential opportunities.

The Faculty hosts an extensive calendar of conferences, guest lectures, workshops, and seminars, welcoming leading thinkers and practitioners from around the world. Through the [Distinguished Visitors Program](#), more than 15 visiting scholars enrich the intellectual life of the Faculty each year.

Commitment to Equity, Diversity, and Reconciliation

Equity, diversity, and inclusion are foundational values at U of T Law. The Faculty is committed to ensuring that the law school—and the legal profession—reflect the full diversity of Canadian society. Approximately 35% of students identify as racialized, 14% as LGBTTTQ2S+, and 33% of first-year JD students were born outside Canada. The Faculty offers one of the most comprehensive [financial aid programs](#) in the country and works proactively to reduce barriers to legal education and practice.

Appendix A – The Faculty of Law (cont'd)

Its [Indigenous Initiatives Office \(IIO\)](#) plays a central role in recruiting and supporting Indigenous students, promoting Indigenous legal traditions, and contributing to broader institutional reconciliation efforts. The Faculty also runs acclaimed outreach and access programs such as:

[Law in Action Within Schools \(LAWS\)](#)

[Black Future Lawyers](#)

[Law School Access Program \(LSAP\)](#)

These initiatives support aspiring law students from underrepresented communities—starting as early as high school—and offer mentorship, LSAT preparation, and guidance throughout the admissions process.

Research Leadership

The Faculty of Law is recognized internationally for its research excellence. Its faculty members are recipients of prestigious fellowships and awards, serve as advisors to governments and NGOs, and publish widely in leading journals and academic presses. The breadth of research spans private law, public and constitutional law, Indigenous law, legal theory, law and economics, technology and innovation, human rights, and more. Its students and faculty also publish a wide range of journals, including:

[U of T Law Journal](#)

[U of T Faculty of Law Review](#)

[Canadian Business Law Journal/Revue Canadienne du droit de commerce](#)

[Critical Analysis of Law: An International & Interdisciplinary Law Review](#)

[Journal of International Law and International Relations \(jilir\)](#)

[U of T Journal of Law and Equality](#)

[U of T Indigenous Law Journal](#)

The [Bora Laskin Law Library](#), located in the Jackman Law Building, offers a comprehensive collection of Canadian, common law, and international legal materials. Its librarians offer expert research and teaching support and are engaged and active participants in the Faculty of Law community. Finally, its InfoExpress service is unique in Canada, delivering resources from across the U of T library network directly to Faculty offices.

Appendix A – The Faculty of Law (cont'd)

A Community of Impact

Graduates of the Faculty of Law lead across sectors in Canada and around the world—as lawyers, judges, scholars, policymakers, human rights advocates, entrepreneurs, and public servants. The Faculty's more than [alumni](#) and [donor community](#) form a deeply engaged community whose support makes possible fellowships, scholarships, research opportunities, and public interest initiatives.

The Faculty's defining strengths—its academic rigour, inclusive ethos, global engagement, and commitment to public service—ensure that U of T Law continues to shape the legal profession and the role of law in society for generations to come.

For more information about the Faculty of Law, please visit www.law.utoronto.ca.



Appendix B – The University of Toronto

“The University of Toronto is dedicated to fostering an academic community in which the learning and scholarship of every member may flourish, with vigilant protection for individual human rights, and a resolute commitment to the principles of equal opportunity, equity and justice.”

- [University of Toronto Mission](#)

The University of Toronto (U of T) consistently ranks among the world’s leading institutions of higher learning, celebrated for excellence in teaching, research, innovation, and entrepreneurship—with global impact in economic growth, public policy, and social advancement.

With more than 95,000 students across three campuses—St. George (downtown Toronto), Mississauga, and Scarborough—U of T offers an unmatched breadth of undergraduate, graduate, and professional programs spanning all disciplines and professions. The University comprises 20 Faculties and Schools, over 100 Departments, and approximately 170 research centres and institutes. With more than 20,000 faculty and staff, U of T is one of Canada’s leading employers and is widely recognized as one of the nation’s best workplaces for diversity and inclusion.

The University attracts over CAD 1.4 billion annually in research grants and contracts, drawing top-tier scholars and driving groundbreaking discovery across fields from philosophy to quantum computing. U of T also supports one of North America’s most active commercialization ecosystems, operating multiple incubators and accelerators and consistently ranking within the global top 5 for university-linked innovation.

On the global rankings stage, U of T is regularly placed among the top 20 universities worldwide. In 2024-25, it was ranked 17th globally by U.S. News & World Report and first in Canada, 18th by Times Higher Education, and 21st by QS — all leading national standings. The University is also currently ranked the #1 most sustainable university globally in QS’s Sustainability ranking.

U of T’s alumni network spans over 500,000 individuals in more than 190 countries, including business innovators, creative leaders, public servants, and global changemakers. Employability surveys place U of T among the top institutions for graduate outcomes, and its alumni have founded over 190,000 ventures across industries, generating significant economic value worldwide.

U of T is increasingly recognized as a global hub for interdisciplinary teaching, research, and innovation—fueled by strategic leadership in undergraduate education, international partnerships, and full engagement with the diversity and opportunity of the Greater Toronto Region.

Additional information is available at www.utoronto.ca.

Appendix C – The City of Toronto

Toronto is one of the most dynamic, multicultural cities in the world. Home to more than 200 distinct ethnic origins and over 180 languages and dialects, it stands as a global beacon of diversity, inclusion, and cultural vitality. With a regional population exceeding 6.7 million, Toronto is Canada's largest city and the fourth largest in North America. Despite its size and urban pace, it remains known for its friendliness, safety, and exceptional quality of life.

Regularly ranked among the most livable cities in the world, Toronto continues to be recognized for its safety, healthcare, education, and infrastructure. In 2023, The Economist Intelligence Unit ranked Toronto as the second safest city in North America, and it remains among the top cities globally for quality of life.

As the financial and business capital of Canada, Toronto is a powerhouse of economic activity. Its economy is among the most diverse and resilient in North America, with key industries including finance, healthcare, education, media, life sciences, and advanced manufacturing. The city is also home to one of the fastest-growing technology sectors on the continent—housing more than 18,000 tech companies and employing over 430,000 people across fields such as artificial intelligence, fintech, biotech, and quantum computing. Toronto's skyline is rapidly evolving, with the highest number of active high-rise construction projects in North America, reflecting the city's ongoing growth and urban vibrancy.

Toronto also serves as a national and international hub for arts and culture. It hosts more than 80 film festivals annually—including the world-renowned Toronto International Film Festival—and is home to flagship institutions such as the Toronto Symphony Orchestra, the National Ballet of Canada, and the Canadian Opera Company. With over 200 professional performing arts organizations and an expansive network of museums, galleries, and cultural spaces, the city's creative scene is both world-class and deeply local.

Throughout the year, Toronto comes alive with celebrated events and festivals that showcase its multicultural spirit. These include Pride Toronto, the Toronto Caribbean Carnival (Caribana), Nuit Blanche, Toronto International Film Festival, Hot Docs, Luminato, and Winterlicious—drawing millions of residents and visitors alike. The city also features iconic attractions such as the CN Tower, St. Lawrence Market, Ripley's Aquarium, and the Royal Ontario Museum, alongside a thriving professional sports scene with seven major league teams.

To learn more about all Toronto has to offer, visit [Destination Toronto](https://www.destinationtoronto.com).



Candidate Charter

Our Commitment to Candidates:

The BES Executive Search team upholds the highest standards of respect, conscientiousness, integrity, fairness, and courtesy. We consider these to be fundamental virtues in the workplace. We work thoughtfully throughout the search process to treat candidates as deserving of our time, energy, and support. We strive to always approach them with respect and work to ensure—to the best of our abilities—that their experiences are positive. **We also provide an Interview Honorarium of \$100 to all candidates shortlisted to meet with a client for a first-round interview (to honour the time spent in preparing for the meeting), to be accepted either as cash or donated to a charity of the candidate's choosing.**

We strive to:

- approach you from a place of openness, getting to know you as an individual and discussing with candour your interests and goals;
- protect your privacy and confidentiality, and securely guard your information in accordance with applicable acts;
- respect your time and communicate outcomes as promptly as possible;
- represent and advocate fairly for you to our clients;
- support you through the whole recruitment process, which includes providing CV/resume and cover letter advice as applicable, interview coaching, as well as feedback on performance. If you are presented with an offer of appointment, we will ensure the offer extended by the client organization is fair and equitable;
- be available for regular touch-point meetings after placement to offer continued coaching and helpful resources;
- give honest advice and coaching in the event of any disappointments;
- listen carefully to your feedback about the recruitment process and incorporate the feedback received into our best practices.

Our Expectations of Candidates:

We ask a few things from our candidates—that you:

- bring a sense of curiosity and openness to feedback opportunities;
- tend to questions or requests in a timely manner, while respecting your own boundaries and commitments;
- to the degree you feel comfortable, inform us of changes to your candidacy status and other search opportunities that you are simultaneously pursuing so that we can collaborate with integrity and authenticity;
- understand that we need time to investigate issues or find responses to questions;
- engage with any coaching or mentorship support with intentionality by taking time to reflect and process new learning;
- be open and forthright in providing accurate and factual information, including the details shared on your resume or CV—such as your credentials and any qualifications you list as obtained;
- attend meetings on time, to the best of your ability;
- kindly raise any issues with us regarding the process to allow us to rectify them;
- let us know about any access needs you have at any point in the candidate development process, to the degree you feel comfortable;
- as we want to ensure both you and the client come away with a win-win experience and outcome, share any possible barriers to accepting the position if offered before the process gets to the negotiation-phase of the search.

THANK YOU



Jason Murray



Erica Ing



Helen Mekonen



Urmilla Mahabirsingh



Melissa Sumnauth



Laurie Toulouse



Stephanie La



Avery Jackman



Stacy-Ann Buchanan



Chad Lawrence



Olivia Shallow



Sarah Khan

