

**Job Title:** Director, Leadership Development

**Department:** Office of Faculty Development (OFD), Cumming School of Medicine

**Reports to:** Associate Dean of Faculty Development

**Term:** 3 years, renewable with a start date of Dec 1, 2024

**Time commitment: 0.3 FTE**

**Job Summary:** The Cumming School of Medicine is seeking a dynamic and innovative individual to join our team as the Director, Leadership Development in the Office of Faculty Development (OFD). This position is dedicated to enhancing the leadership skills and capabilities of our faculty members, contributing to the overall mission of excellence in education, research, and patient care with a strong emphasis on equity, diversity, and inclusion.

**Key Responsibilities:**

- **Curriculum Development:** Design, develop, and implement a comprehensive leadership curriculum. This would include not only new content but strategically revamp existing CSM leadership programming such as the Practical Leadership for University Scholars (PLUS) programs and the Haskayne Leadership Development Program. By integrating these established frameworks, the curriculum will build upon their proven strengths while updating them to meet the evolving demands of academic and professional leadership. Additionally, it will focus on creating **culturally responsive and inclusive leadership pathways** that address the diverse needs of all faculty members, fostering an environment of equity and inclusivity across the institution.
- **Facilitate Leadership Courses and Workshops:** Lead engaging and impactful leadership development courses and workshops for CSM faculty members, utilizing creative and innovative methods.
- **One-on-One Advising:** Provide personalized guidance to departments and units on their faculty leadership development needs, with a focus on inclusive leadership practices.
- **Resource Development:** Create, update, and refine leadership development resources that support continuous faculty growth and reflect equity-centered leadership practices.
- **Innovative Programming:** Develop and implement new leadership programs that incorporate cutting-edge eLearning technologies and methodologies, and emphasize equity and inclusion.
- **Truth and Reconciliation:** Incorporate principles of truth and reconciliation into leadership development programs and practices.
- **Environmental Scans and Literature Reviews:** Conduct thorough environmental scans and literature reviews to identify emerging trends and best practices in leadership development, with a particular focus on equity and inclusion.
- **Collaboration with Experts:** Collaborate with the OFD team and other educational units at CSM as well as work closely with subject-matter experts to design and deliver high-quality leadership programming that is inclusive and equitable.

- **Evaluation and Feedback:** Continuously assess the effectiveness of leadership development initiatives and integrate feedback to enhance program quality, ensuring they support historically marginalized groups.

**Qualifications:**

- Advanced degree in Education, Leadership, Healthcare Administration, or a related field.
- Proven experience in developing and facilitating leadership training programs.
- Strong understanding of curriculum development and instructional design principles, with an emphasis on equity and cultural responsiveness.
- Familiarity with innovative eLearning technologies and their application in leadership development.
- Ability to conduct comprehensive literature reviews and environmental scans.
- Excellent communication and interpersonal skills.
- Demonstrated ability to work collaboratively with a diverse group of stakeholders.
- Creative and forward-thinking approach to addressing leadership development needs.
- Commitment to equity, diversity, and inclusion in all aspects of leadership development.