



ST. FRANCIS XAVIER
UNIVERSITY



**Director, Health, Counselling, and Accessible Learning
St. Francis Xavier University (StFX)
Antigonish, NS**

St. Francis Xavier University (StFX) invites applications for the position of Director, Health, Counselling, and Accessible Learning. This is a critical leadership opportunity to shape health and wellness services at one of Canada's leading primarily undergraduate institutions.

The Organization

St. Francis Xavier University acknowledges that they are located on the unceded and traditional territory of the Mi'kmaw, who have maintained a connection to this land.

St. Francis Xavier University, renowned for its commitment to academic excellence and social justice, is a vibrant academic community located in Antigonish, Nova Scotia. With approximately 5,000 students, 282 faculty members, and an engaged alumni network of over 50,000, StFX is recognized nationally and internationally for its dual commitments to excellence in teaching and research. The University offers an immersive learning environment that encompasses Arts, Science, Education, Business, and the Coady Institute, with strong ties to Mi'kmaw Nations, African Nova Scotian, Acadian, Gaelic and other local communities. The University is home to 12 research chairs and key research hubs including the Coady Institute, Brian Mulroney Institute of Government, Dahdaleh Institute for Innovation in Health, and Deveau Centre for Indigenous Governance and Social Justice, where scholars undertake world-class research across multiple disciplines.

The Role

Reporting to the Vice President, Students, the Director is responsible for leading a portfolio that includes the Health and Counselling Centre, the Tramble Centre for Accessible Learning, mental health promotion & literacy, and sexual violence prevention and response initiatives. They oversee interdisciplinary teams delivering student health, mental health, and accessibility services, while also shaping strategic direction and partnerships that improve student wellbeing across the institution.

The Director will ensure high-quality, student-centered, trauma-informed care that responds to the evolving needs of a diverse student population. They will lead and manage a Collaborative Care Primary Health Clinic, coordinate clinical supervision and staff development, and guide university-wide programs and policies supporting student health, wellness and accessibility.

Key Areas of Responsibility:

Strategic Leadership & Planning – Lead and implement strategic planning for student health and wellness services, informed by evidence and responsive to institutional priorities. Build and maintain strong partnerships with internal stakeholders and provincial and community partners.

Operational Management & Risk Mitigation – Ensure compliance with medical, legal, and institutional obligations. Oversees campus efforts in education, response, and policy



development regarding sexual violence, ensuring a trauma-informed, coordinated approach. Oversee electronic health records, confidentiality protocols, contracts, and financial accountability within the portfolio.

Human Resources & Team Leadership – Supervise and support an interdisciplinary team of clinicians, educators, and administrative staff. Ensure professional development, performance management, and operational excellence.

Health, Counselling & Medical Services – Manage a primary care clinic that integrates mental health, sexual health, and medical services. Provide clinical oversight and ensure service quality and risk mitigation in response to complex health concerns.

Accessible Learning & Academic Accommodation – Oversee the Tramble Centre for Accessible Learning, ensuring effective academic accommodations and contributing to institutional accessibility planning in collaboration with Academic Affairs.

Student Wellness & Health Promotion – Develop innovative health promotion and prevention programming. Respond to public health issues and student health crises and ongoing student health concerns with evidence-based, coordinated approaches.

The Ideal Candidate

As the successful candidate you are an experienced leader in health and wellness with the ability to navigate complex and sensitive issues with integrity, care, and professionalism. Above all, you are a collaborative leader who builds trust and competency among your team to facilitate effective delegating. You possess excellent knowledge of clinical practice, a strong understanding of health equity and accessibility, and a commitment to person-centered care. You possess a strategic outlook with the ability to anticipate and adapt to trends in health, counselling and accessibility, develop comprehensive plans to drive innovation, and respond proactively to emerging opportunities. You are an exceptional listener and communicator, able to motivate and inspire employees and students to work collaboratively towards a human-centred community of care. Your leadership style is characterized by a high degree of integrity, collaboration, accountability, and a deep commitment to equity, diversity, inclusion, accessibility, and belonging.

Qualifications and Experience:

- A Master's degree in psychology, clinical social work, nursing, or a related discipline is required.
- Progressive leadership experience in health, counselling, mental health, or accessibility services, preferably in a post-secondary or clinical setting.
- Registration or eligibility for registration with a relevant professional regulatory body.
- Demonstrated expertise in trauma-informed practice, primary health care, accessibility legislation, and population health.
- Proven ability to lead interdisciplinary teams, manage risk, and respond to crisis situations.
- Knowledge of relevant legal frameworks, including human rights, accessibility, and privacy legislation.



ST. FRANCIS XAVIER
UNIVERSITY



- Strong communication, collaboration, and relationship-building skills with internal and external stakeholders.

Employment Equity

St. Francis Xavier University is committed to fostering a diverse and inclusive environment and encourages applications from all qualified individuals, including but not limited to women, persons with disabilities, person's whose first language is not English, visible minorities (especially African Nova Scotians), Indigenous Peoples (especially Mi'kmaq), and persons of any gender identity and sexual orientation.

St. Francis Xavier University is committed to providing an inclusive and barrier-free experience to all applicants. Requests for accessibility information and accommodation can be made at any stage during the recruitment process by contacting accommodations@kbrs.ca.

To Apply

If you are interested in this opportunity, contact Debra Clinton at dclinton@kbrs.ca, Kyle Steele at ksteele@kbrs.ca, or Dr. Jennie Massey at jmassey@kbrs.ca or submit your complete application package online at: <https://www.kbrs.ca/Career/17406707072800000008cey>

The search committee will begin reviewing applications on April 22, 2025.