



← [Back to search results](#)

Search Keywords

More Filter Options: Campus and Job Category

Clear

Select how often (in days) to receive an alert: 

Director, Student Belonging and Engagement

Date Posted: 07/08/2026

Req ID: 49223

Faculty/Division: Vice-Provost, Students

Department: Student Engagement

Campus: St. George (Downtown Toronto)

Existing Vacancy: Yes

Description:

About us:

Student Life connects life to learning. We believe every student should have the opportunity to participate in university life actively and find connection and community while discovering new ways of thinking and being in the world. We provide resources, support and engagement opportunities that are inclusive and accessible, ensuring every student can build experiences that set them up for a lifetime of success.

Within Student Life, the cluster of Student Life Programs and Services, supports students as they achieve personal, academic, career and civic goals. We engage students throughout their learning and development with the following units: Academic Success, Accessibility Services, Career Exploration & Education, Centre for Community Partnerships, Clubs & Leadership Development, Indigenous Student Services, Mentorship & Peer Programs, Multi-faith Centre, Orientation, Student Success, Transition & Engagement and T-Card Services. Together with staff, faculty, students, alumni, employers and community partners, we provide an integrated and coherent path to success that reflects our students' diversity.

In support of U of T's vision, Student Life Programs and Services is committed to creating diverse, accessible, inclusive and welcoming spaces of opportunity that foster deepened engagement, learning, personal growth, and identity development for all students. We are committed to embedding these principles into all the work we do, reducing barriers so that students from all backgrounds and lived experiences can feel a sense of belonging in the communities they find here.

We strive to hire and invest in candidates that reflect and support the diverse perspectives, experiences and identities of our students and our communities.

Your Opportunity:

Reporting to the Executive Director, Student Life Programs & Services, the Director provides strategic, relational and operational leadership for a broad portfolio that advances student belonging, engagement, community connection, and co-curricular learning at the University of Toronto. This role works across a highly decentralized institutional environment to strengthen student participation, equity, access, and connection, while ensuring programs, partnerships, policies, and practices are responsive to changing student needs.

The Director is expected to model visible, accessible, and relational leadership by maintaining a meaningful presence across student-facing spaces, programs, and community contexts. Through active listening, consistent follow-through, and direct engagement with students, student staff, professional staff, student organizations, and campus partners, the Director strengthens trust, surfaces emerging needs, informs strategic priorities, and ensures the portfolio remains grounded in the lived realities of students.

The Director provides direction, leadership, guidance and management to a team of professional staff specializing in enhancing student and community development through orientation and transition, graduate student life, campus organizations, mentorship, leadership development, student recognition, student programming, peer engagement, multi-faith/interfaith engagement, and co-curricular community engaged learning. They will also determine new programming initiatives, initiate and implement organizational changes as required, and will prepare and manage the overall budget across the portfolio.

Working closely with leadership within Student Life, the Director ensures programs and projects are well-coordinated, responsive to diverse students' needs, and delivered in ways that support holistic student success. In collaboration with colleges, faculties, academic departments, other student life departments, UTM and UTSC, student organizations, equity and well-being partners, and community organizations, the Director advances integrated and cohesive co-curricular and community engaged learning experiences for undergraduate, professional and graduate students. This requires the ability to influence without direct authority, clarify roles and decision pathways, respect local context, and build partnership models that are additive rather than duplicative. The Director also plays a key role across the unit and at the wider Divisional level, providing leadership in the interpretation and application of relevant University policies and in mitigating risk in the oversight of on-campus and off-campus activities, including those which are run by student organizations.

Within the framework of the University's academic plans, the Director plays a pivotal role in promoting sharing and collaboration between divisions and in communicating progress in enhancing the student experience to the campus community, particularly to students. The Director is a member of the senior leadership team in Student Life and demonstrates a commitment to the University's principles of equity and inclusion. The incumbent manages relationships with multiple internal and external interest holders, partners and organizations.

As a leader and a mentor, the Director will work synergistically with student life staff within the Division and throughout the University and manage a staff of high-caliber professionals and assume overall responsibility for human resources, labour relations and financial management including dispute resolution and compliance of collective agreements. The incumbent directly manages the staff and the quality and efficiency of work, ensuring the structure and duties are meeting operational objectives in the most effective way.

Qualifications Required:

I. EDUCATION:

Masters Degree in higher education, adult education, social work, public administration, community development, leadership, equity studies or a related discipline required. Formal training and/or education in at least two of the following areas: program assessment, group

facilitation, project management, or conflict resolution.

II. EXPERIENCE:

Minimum eight years' experience in progressively senior student affairs positions with direct experience in the development, implementation and assessment of student-facing programs, services or initiatives.

Demonstrated experience leading initiatives that foster belonging, equity, diversity, inclusion, engagement, dialogue and shared community across diverse undergraduate, professional, and graduate student populations.

Experience mentoring, coaching, and supporting staff in a unionized or similarly complex policy environment, with demonstrated ability to build trust, strengthen team cohesion, support professional growth, provide clear expectations and constructive feedback, and foster a respectful, psychologically safe, and accountable team culture.

Experience with evidence-informed planning, learning outcomes, qualitative and quantitative assessment and translating assessment findings into program improvement, strategic decision making, and compelling communication about student learning, belonging, and impact.

III. SKILLS:

Ability to translate student development and related theories into practical strategies, programs, advising approaches, learning outcomes, and assessment practices that strengthen student connection, participation, and success.

Demonstrated people-centred leadership skills, including the ability to set clear direction, coach and mentor professional, unionized, student, and casual staff, support professional growth, strengthen team cohesion, and foster a respectful, inclusive, psychologically safe, and accountable team culture. Ability to lead staff through change, complexity, and ambiguity with transparency, fairness, sound judgement, and attention to workload, service continuity, and team well-being.

Highly developed written and verbal communication skills, including the ability to communicate complex decisions, policies, risks, and rationales clearly to students, staff, senior administrators, student organizations, and campus partners.

Strong facilitation, mediation, diplomacy, conflict resolution, and relationship-building skills, with demonstrated ability to build relational trust and convene constructive conversations across different identities, experiences, roles, viewpoints, and perspectives.

Demonstrated strategic vision, adaptability, independent problem-solving, sound judgement, and capacity to move work from consultation to decision and implementation.

Ability to work across cultural, linguistic, faith, spiritual, accessibility, and identity differences, with a demonstrated commitment to equity, inclusion, accessibility, reconciliation, and student well-being in higher education.

IV. OTHER:

Ability to prioritize work in a complex, high-volume, and time-sensitive environment; exercise sound judgement in matters of sensitivity, confidentiality, risk, and institutional impact; maintain a visible student-facing presence; and work occasional evenings and weekends during peak periods or in response to emerging needs.

Lived Experience Statement

Candidates who are members of Indigenous, Black, racialized and 2SLGBTQ+ communities, persons with disabilities, and other equity deserving groups are encouraged to apply, and their lived experience shall be taken into consideration as applicable to the posted position.

NOTE: Occasional overtime during peak periods required, with some requirement to be on-call outside regular working hours, e.g., evenings and/or weekends. Infrequent travel out of the city.

Closing Date: 07/21/2026, 11:59PM ET

Employee Group: Salaried

Personnel Subarea: PM

Appointment Type: Budget - Continuing

Schedule: Full-Time **NOTE: Occasional overtime during peak periods required, with some requirement to be on-call outside regular working hours, e.g., evenings and/or weekends. Infrequent travel out of the city.**

Pay Scale Group & Hiring Zone: PM 6 -- Hiring Zone: \$132,351 - \$154,409 -- Broadband
Salary Range: \$132,351 - \$220,587

Job Category: Student Services

Diversity Statement

The University of Toronto embraces Diversity and is building a culture of belonging that increases our capacity to effectively address and serve the interests of our global community. We strongly encourage applications from Indigenous Peoples, Black and racialized persons, women, persons with disabilities, and people of diverse sexual and gender identities. We value applicants who have demonstrated a commitment to equity, diversity and inclusion and

recognize that diverse perspectives, experiences, and expertise are essential to strengthening our academic mission.

As part of your application, you will be asked to complete a brief Diversity Survey. This survey is voluntary. Any information directly related to you is confidential and cannot be accessed by search committees or human resources staff. Results will be aggregated for institutional planning purposes. For more information, please see <http://uoft.me/UP>.

Accessibility Statement

The University strives to be an equitable and inclusive community, and proactively seeks to increase diversity among its community members. Our values regarding equity and diversity are linked with our unwavering commitment to excellence in the pursuit of our academic mission.

The University is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA). As such, we strive to make our recruitment, assessment and selection processes as accessible as possible and provide accommodations as required for applicants with disabilities.

If you require any accommodations at any point during the application and hiring process, please contact uoft.careers@utoronto.ca.

Find similar jobs:

[Staff Opportunities](#), [All Opportunities](#)

| | |

People Strategy, Equity & Culture