



## **President of Mohawk College Position Description**

The President's role is to provide vision and effective leadership for Mohawk College. The President fosters ethical and responsible decision-making, and best-in-class management practices, and serves as Mohawk College's primary liaison with the communities and partners served by the College.

The President will:

### **Lead the College Strategy**

- Provide vision and leadership to Mohawk College in the best interests of the organization, and in achieving the College's Vision, Mission and Values, its Strategic Plan and each annual business plan.
- Drive transformation and foster innovation.
- Enhance transparency in operations and expand academic offerings to meet future needs.
- Monitor trends in post-secondary education (demographics, social, economic, public policy, diversity) to inform strategic direction.
- Ensure the Strategic and annual business plans are implemented, directing and monitoring college activities and resources within Board approved objectives and financial limits, through resources, people and assets, operating ethically, safely and responsibly.

### **Provide Leadership and Human Resources Support including Succession Planning**

- Develop and maintain a high-performing, diverse and inclusive organization with the right people in the right positions.
- Invest in talent development and cultivate leadership across all levels of the organization.
- Ensure that Mohawk College has an effective executive team and senior leadership team, that the Board has regular exposure to senior executives and leaders, and that there exists an effective plan of succession and development for the President and senior executives and leadership of the College.
- Provide general supervision and management of the day-to-day business of Mohawk College, consistent with decisions requiring prior approval of the Board, and the Board's expectations.

### **Ensure Compliance**

- Foster ethical and responsible decision making by College management by setting the ethical tone for Mohawk College and its management, including:
  - i. overseeing the administration and implementation of, and compliance with, Mohawk College's policies and procedures;
  - ii. taking all reasonable steps to satisfy the Board as to the integrity in decision making of the senior management of the College; and,
  - iii. taking all reasonable steps to satisfy the Board that the President and senior leadership create a culture of integrity at Mohawk College.
- Comply with the Mohawk College Employee Code of Conduct and the Mohawk College Governor's Ethical Code of Conduct.
- Ensure appropriate policies and procedures of Mohawk College are developed, maintained and observed.
- Ensure that Mohawk College has complied with all regulatory requirements for Mohawk College's financial and non-financial information, reporting requirements and internal controls over reporting and

principal risks.

- Provide any applicable or required regulatory assurance regarding Mohawk College and its activities.

### **Financial Controls and Performance**

- Ensure the development of an annual budget and business plan that supports the Strategic Plan, and recommend the budget and annual business plan to the Board for review, and, in the Board's discretion, approval.
- Establish and maintain Mohawk College's internal control over financial reporting through appropriate policies and procedures.
- Approve commitments within the limits of delegated approval authorities.
- With the Audit, Finance and Infrastructure Committee, the Chief Financial Officer, and other members of College management, ensure accurate and timely financial information is provided to all who have a legitimate need to receive it.

### **Communication Lead for the College including Government Ministries and Agencies**

- Serve as the principal external spokesperson and liaison for Mohawk College, including effectively managing relationships both internally and externally, including employees, students, communities that Mohawk College serves, governmental and regulatory bodies, partners, major donors, the media, and the public generally.
- Negotiate with all levels of government for funding for initiatives where Mohawk is taking a unique or national leadership position. Act as liaison with Ministry and government agencies around system support and changes.
- Advance relationships with employers, industry, and intergovernmental bodies to drive future-focused growth.

### **Champion Academic Innovation**

- Develop innovative programs and foster educational leadership to position Mohawk College as a leader in academic excellence and responsiveness to emerging trends.

### **Advancement and External Relations**

Provide strategic leadership in fundraising, partnership development, and donor stewardship. The President is accountable for building and sustaining philanthropic and external relationships that enhance the College's capacity, reputation, and long-term success.

### **Ensure Corporate Social Responsibility**

- Be a community leader, and ensure that Mohawk College makes and keeps appropriate commitments to the well-being and improvement of the communities and those it serves.
- Integrate sustainability and environmental, social and governance (ESG) principles into strategic priorities.
- Ensure equity and inclusion strategies, including advancing truth and reconciliation, are embedded in College activities.

### **Ongoing Board Reporting and Responsibilities**

- Provide the Board assurance that the proper systems are in place to identify and manage principal financial and non-financial risks, and that such risks are acceptable to Mohawk College and are within

the guidelines established by the Board.

- Communicate in a timely fashion with the Board on material matters affecting Mohawk College.
- Communicate regularly with the Chair of the Board, as appropriate to ensure that Governors are receiving the information necessary to fulfill their obligations.
- With the Governance and Human Resources Committee and the Board participate in developing annual Presidential goals and objectives aligned with Mohawk College's Strategic Plan, the Strategic Mandate Agreement, and the annual business plan and budget, as well as targets or goals to measure the President's performance; and, in conjunction with the Governance and Human Resources Committee, present them to the Board for review and approval.
- Report to the Board in a timely manner on progress regarding or deviations from the Strategic Plan.
- Carry out any other appropriate duties and responsibilities as assigned by the Board.

To honour the spirit and intent of applicable laws as it evolves, the authority to make minor technical amendments to this position description is delegated to the Corporate Secretary, who will report any such technical amendments to the Governance and Human Resources Committee at its next meeting.

Revised February 18, 2026