



## DIRECTOR, HUMAN RESOURCES

City Council has set ambitious goals to ensure we continue to build a thriving, green, inclusive city. The Director Human Resources, with a diverse and talented team, delivers people focussed services to other departments and a broad range of stakeholders (both internal and external). As an integral part of the leadership team, the Director HR reports to the General Manager Corporate Services and contributes to the City's goal of serving residents with excellence.

Great opportunities for the Director Human Resources include:

- Sustaining professional, service focussed relationships with the City's Unions;
- Expanding the City's reputation as a top employer;
- Developing sustaining programs to build staff engagement;
- Creating new succession and career planning initiatives;
- And supporting a balance scorecard approach across the City.

The Director leads a team of dedicated professional to develop, support, and sustain the effective delivery of HR services, policies, programs and best practices, with collaboration across the stakeholders. Working in alignment with the City Values, his/her priorities include strategic HR leadership, union relations, recruitment, occupational health and safety, learning and development, staff communication, HRIS, inclusion, and compensation and benefits.

The successful candidate will hold a Bachelor's Degree in a related field and have relevant professional certifications (and/or will have equivalent experience), with eight (8) plus years of experience in a senior human resources leadership role, including experience in the public sector and/or multi-union environment. The successful candidate will have expertise across the core human resource functions (i.e., labour/employee relations, total compensation and organizational development).

The role requires excellent interpersonal, communication and problem solving skills along with an extensive knowledge of fundamental principles and practices related to HR in the public sector and/or unionized environments. The candidate will be an inclusive, forward thinking and transparent leader who motivates and engages others.

*Should you be interested in learning more about this leadership opportunity please contact Carol Robinson or Paul Phillips or forward your resume, a letter of introduction and the names and contact information for three referees, in confidence, to [info@hwest.ca](mailto:info@hwest.ca). We will respond to all who express interest.*