

Careers

Compensation Specialist (18-month term)



We are looking for an HR professional with a compensation background to join a special project team as the **Compensation Specialist** for the next 18 months supporting our initiative to establish a tailored compensation framework designed specifically for the Airport Division, reflecting the distinct operational demands and industry-specific dynamics of the aviation sector. This role will play a key role in the project team, working alongside the Airport HR Manager and the HR Manager, Employee Wellness & Total Compensation. This position will provide expert guidance on compensation issues, conduct market research, salary structure design and support the creation of compensation policies and tools. A central focus of the role is contributing to the development of a sustainable, customized compensation framework that complies with federal pay equity legislation and meets the unique needs of a public sector municipality.

Qualifications

- University degree in HR, Business, or related field.
- Minimum 5 years in compensation, classification, or job evaluation.
- Public sector, union or aerospace environment experience preferred.
- CCP or CHRP designation is an asset.
- Understanding of Federal labour laws and compliance requirements related to pay equity and compensation practices.

Help create Kelowna as a *City of the Future*. Our diverse and dynamic team strives to innovate to make things better, work as one team, serve proudly and lead responsibly. Live, work and play in one of Canada's fastest growing cities. Kelowna boasts miles of lake access, public areas and outdoor recreation opportunities, a vibrant downtown and cultural scene, healthy and connected neighbourhoods, and a world-renowned College and University. You're only a quick link to the world via the Kelowna International Airport.

Grow your career in an organization that supports employee work-life balance and career and professional development. This exempt position offers a salary range of \$94,700 to \$110,490, employer-paid comprehensive benefits, an earned day off program, paid vacation and one of Canada's top pension plans. The position has a confirmed term of 18 months but may be extended.

The City of Kelowna is committed to being an organization that values and reflects its community's diverse population, and to fostering an equitable, inclusive and progressive work environment where everyone can be their authentic self and feels a sense of belonging.

For further information or to apply, please check our website at www.kelowna.ca/careers

Applications must be received by end of day **September 2, 2025**

Applicants not contacted within three weeks of the closing date are thanked for their interest