

# BUILD A CITY. BUILD A FUTURE.



## CHIEF HUMAN RESOURCES OFFICER

As one of Canada's leading public sector organizations, the City of Surrey is dedicated to serving the diverse needs of our citizens. With a commitment to excellence, innovation, and inclusivity, we strive to foster a workplace culture that values integrity, collaboration, and continuous improvement. As a cornerstone of our organizational success, our Human Resources function plays a pivotal role in driving strategic initiatives, supporting employee development, and ensuring a positive employee experience.

### SCOPE

The City of Surrey is seeking a dynamic and experienced Chief Human Resources Officer (CHRO) to lead our Human Resources division. Reporting to the General Manager, Corporate Services, the CHRO will be responsible for overseeing all aspects of the City's human resources functions, and developing and implementing HR strategies, policies, and programs to support our workforce of diverse talents and backgrounds. The successful candidate will possess a comprehensive understanding of HR best practices, a track record of fostering a positive workplace culture, and the ability to drive organizational change through effective leadership and collaboration.

### EMPLOYMENT STATUS

Full-time – Exempt working 37.5 hours per week.

### RESPONSIBILITIES

- Develop and implement HR strategies and initiatives that support the City's overall strategic direction.
- Oversee all aspects of human resources practices and processes, including recruitment, labour relations, compensation and benefits, learning and development, occupational health and safety, HRIS and employee engagement.
- Provide leadership and guidance to HR team members, fostering a culture of accountability, innovation, and continuous improvement.
- Drive initiatives to promote diversity, equity, and inclusion throughout the organization, ensuring fair and equitable HR practices.
- Lead collective bargaining with multiple unions and foster positive labour relations.
- Ensure compliance with all relevant employment laws, regulations, and policies, and oversee HR-related risk management activities.
- Develop and maintain effective relationships with internal stakeholders, including senior leaders, managers, and employees, to support HR initiatives and address employee concerns.
- Provide strategic guidance and support on key organizational initiatives.

### QUALIFICATIONS

- Bachelor's degree in Human Resources Management, Business Administration, or a related field.
- 10+ years of progressive HR leadership experience, preferably in a public sector or large organizational setting.

- Proven track record of developing and implementing HR strategies that drive organizational success.
- Strong knowledge of HR best practices, employment laws, and regulations.
- Demonstrated leadership skills, with the ability to inspire and motivate teams to achieve goals and objectives.
- Excellent communication, interpersonal, and negotiation skills, with the ability to build effective relationships at all levels of the organization.
- Strategic thinker with the ability to anticipate and respond to changing business needs and priorities.
- Commitment to diversity, equity, and inclusion in the workplace.
- Certified Human Resources Professional (CHRP) designation or equivalent certification preferred.

**OTHER INFORMATION**

Annual Salary: \$212,858 to \$250,421

Destinationone Consulting has been retained for this recruitment process. To learn more or to [apply for this opportunity](#), visit [destinationone.ca](http://destinationone.ca).

All applications received by the City will be forwarded to Destinationone for review and processing.