



Make working for
The City work for you.



Leader, Employee Experience

If you are committed to public service, enjoy collaborating with others, share our values and have a desire to learn and grow, join [The City of Calgary](#). City employees deliver the services, run the programs and operate the facilities which make a difference in our community. We support work-life balance, promote physical and psychological safety, and offer competitive wages, pensions, and [benefits](#). Together we make Calgary a great place to make a living, a great place to make a life.

The City is committed to fostering a respectful, inclusive and equitable workplace which is representative of the community we serve. We welcome those who have demonstrated a commitment to upholding the values of equity, diversity, inclusion, anti-racism and reconciliation. Applications are encouraged from members of groups that are historically disadvantaged and underrepresented. Accommodations are available during the hiring process, upon request.

As the Leader of Employee Experience, you will support leaders in creating a values-based workplace that adheres to the Code of Conduct policies. You will work directly with Human Resources and partners across the organization and create alignment with the overall Corporate, HR, and Employee Experience Strategic Plans. Primary duties include:

- Oversee the Code of Conduct Program, maintain positive partnerships with policy owners, implement approved recommendations from reviews, and measure effectiveness.
- Monitor key processes for the Code of Conduct, such as related training, reporting, and communications, and ensure they are up-to-date and refreshed as needed.
- Act as a senior advisor for serious alleged or actual violations of the Code of Conduct that are escalated to senior management; develop reports and presentations to corporate leadership.
- Provide progressive leadership to manage our Equity, Diversity, Inclusion, and Belonging Framework and strategic plan, and communication of key activities, event and resources management, awareness and training, and reporting program progress and metrics.
- Create innovative solutions to strengthen diversity and inclusion across the organization.
- Develop and maintain positive relationships internally and externally; advance knowledge and position The City of Calgary as a leader in Equity, Diversity, Inclusion, and Belonging.
- Collaborate with specified diversity partner organizations and manage aligned benchmarking.
- Research and make recommendations on equity, diversity, inclusion, and belonging (EDIB) issues and maintain current knowledge and research on best practices.
- Create long-term sustainment of an ethical workplace through supporting leaders in creating a values-based workplace, collaboration, and developing training, measurement, and reporting.
- Manage the roll-out of the Employee Engagement survey and subsequent results to the Corporation and implement approved recommendations that align with strategic direction.

Qualifications

- A degree in a related field and at least 7 years of experience that includes supervision, strategic planning and consulting is required.
- A graduate degree in a related field will be considered an asset.
- Equivalent combinations of experience and education may be considered.
- Expertise in equity, diversity, and inclusion practices, principles, and initiatives is required.
- Lived experience as a member of an underrepresented community or experience working with and as an ally for persons from an underrepresented community is preferred.
- Public sector experience, particularly municipal government experience, in a large, multi-union environment will be an asset.
- Success in this position requires the following competencies:
 - Strong leadership and supervisory skills, with the ability to motivate others to action to advance the team's objectives.
 - Well-developed political acumen and organizational sensitivity with the ability to influence others and collaborate across the organization to bring about change.
 - Critical thinking and ability to coach direct reports in developing approaches to identify and resolve issues, analyze material, and respond to emerging challenges.
- Aligning with City [corporate values](#), demonstrated success in strategic decision-making, building, developing, and leading strong and inclusive teams, ability to influence change, critical thinking, time management, and strategic planning.

Pre-employment Requirements

- Successful applicants must provide proof of qualifications.

Union: Exempt
Position Type: 1 Permanent
Compensation: Level F \$94,168 – 144,228 per annum
Hours of work: Standard 35 hour work week
Audience: Internal/External

Business Unit: Human Resources
Location: 800 Macleod Trail SE
Days of Work: This position works a 5 day work week earning 1 day off in a 3 week cycle.
Apply By: July 11, 2024
Job ID #: 310156

Apply online at www.calgary.ca/careers