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HUMAN RESOURCES MANAGER - INTEGRATED TALENT MANAGEMENT

Competition #: 24-101

Status: Regular Full-Time (Exempt)

Department: Human Resources

Salary: \$128,601.30 - \$153,096.78 annually

Closing: Open Until Filled

We strive for excellence as we deliver vital municipal services with innovation, accountability and efficiency to meet the needs of the community now and into the future. Be part of our story. Come grow with us!

POSITION OVERVIEW:

Embark on a journey where every action you take shapes the workforce landscape of Maple Ridge. As the Human Resources Manager – Integrated Talent Management, you'll weave a tapestry of diversity, inclusion, and excellence, ensuring that every individual finds their place in our vibrant community.

As the Human Resources Manager – Integrated Talent Management at the City of Maple Ridge, you'll play a pivotal role in shaping our workforce and culture. Reporting directly to the Executive Director of Human Resources, you'll lead a dynamic team in delivering comprehensive HR programs and services aimed at attracting, developing, and retaining top talent. In addition to overseeing talent management initiatives, you'll also champion equity, diversity, and inclusion efforts within our organization and drive initiatives related to talent and leadership development through the design and implementation of learning and development programs.

Here, you'll find a community that embraces diversity, fosters inclusion, and celebrates excellence. If you're ready to make a meaningful impact and contribute to the success of our organization, we invite you to apply for the Human Resources Manager – Integrated Talent Management position at the City of Maple Ridge.

EDUCATION AND EXPERIENCE

The knowledge, skills, and experience required for this job are usually obtained through a recognized bachelor's degree in Human Resources, Business Administration, or a related field plus five years of related management experience including experience in talent acquisition, instructional design, corporate training and development and project management.

KNOWLEDGE, SKILLS AND ABILITIES

- Well-versed in HRIS and tools for HR functions such as recruitment, training, performance management, feedback and rewards;
- Current knowledge of HR best practices in recruitment and retention, organizational development, organizational design, employee relations and compensation planning;
- Knowledgeable and current in best practices for recruiting and talent management;
- Ability to present confidently and professionally as an ambassador for the organization;
- Ability to quickly develop an understanding of the organization's business and culture;
- Strong business acumen and judgment - able to effectively balance employee needs with competing business demands;
- Strong technical aptitude, advanced skills in Word, presentation tools, and skilled at using HRIS and social recruitment tools and analytics;
- Attuned to people and personalities and able to identify strong organizational fit;
- Strong interpersonal skills with the ability to develop and maintain respectful and professional working relationships with varying personalities and diverse cultures at all levels of an organization domestically and internationally;
- Independent and self-motivated while possessing the desire to work in a collaborative work environment;
- Strong communication skills with the ability to present professionally both orally and in writing;
- Critical and strategic thinking skills - ability to assess situations objectively, apply good reasoning, develop strategies and make decisions independently;
- Adaptable and flexible - ability to cope with ambiguity in an emerging and constantly changing environment; and,
- Highly organized with the ability to prioritize multiple tasks in a quick turnaround environment as well as delivering on longer-term projects.

PREFERRED QUALIFICATIONS

- Municipal experience would be considered an asset and a CPHR designation is desirable.

EQUITY STATEMENT

At the City of Maple Ridge, we are dedicated to cultivating an inclusive culture that actively values and embraces diversity. We strive to attract and retain a talented, diverse workforce that is broadly reflective of the community we proudly serve. Accommodations are available on request for candidates taking part in all aspects of the selection process by contacting hrenquires@mapleridge.ca.

WHAT WE OFFER YOU:

The City of Maple Ridge is a great place to work with competitive compensation packages that include the Municipal Pension Plan, a strong employee wellness program and the opportunity for professional career growth and professional development. If you want to help shape a growing community in a municipality that strives for service excellence, then this is the position for you.

We thank all applicants for their interest, however, only those under consideration will be contacted.