



... a great place to live, work & play

One of the sunniest regions in BC's Lower Mainland, Delta embraces three unique communities - Ladner, North Delta and Tsawwassen. The City of Delta is looking for dedicated individuals to join our team and share in our commitment to lead the way in public service excellence.

Director, Human Resources

The City of Delta is seeking a dynamic leader for the role of Director, Human Resources. The Director, Human Resources will provide leadership and strategic direction in implementing all human resource programs across the municipality. Reporting to the Deputy City Manager, the Director, Human Resources works closely with the Senior Leadership team to advance the City's goals and priorities, undertake employee engagement, and support the decisions of Council. The position will be focused on providing strategic leadership across all areas of the employee experience, including leadership and organizational development, employee engagement, health and wellness, diversity, equity and inclusion, and labour relations including collective bargaining.

Responsibilities include: leading a team that fosters collaboration, respect, integrity, trust, and service-excellence; providing senior leadership with advice and support on a range of human resource matters, while identifying risks and opportunities; providing strategic support to facilitate the goals and objectives for the City; and leading organizational change in support of business transformation, to ensure strategic alignment to meet current and future demands.

As the ideal Director, Human Resources, you have strong experience advancing work culture and enhancing employee engagement. Experience leading broader departmental functions within a fast-paced municipal environment would be a benefit. You have experience leading organizational transformation, dispute resolution and equity initiatives. You inspire your team through your sound grasp of leading practices. You are a transformational leader who enjoys leading in a dynamic and complex work environment. Your thoughtful and experienced communication skills enhance respect and cooperation. As a mentor, team player, and departmental leader, you support those around you through respectful decision making.

Some additional responsibilities include:

- Providing HR support to departmental General Managers and other senior leaders.
- Identifying human resources best practices and employment labour market trends and recommending improvements, efficiencies, and staff development opportunities.
- Leading collective bargaining processes.
- Providing advice and support on compensation and job evaluation.
- Fostering effective collaborative relations with union leadership representatives.
- Developing and implementing a Human Resources action plan with goals that support the City's strategic plan.
- Leading and mentoring the Human Resources team through defined performance goals.
- Developing and overseeing annual HR budgets.
- Acting as a resource and champion for change management initiatives to effectively embed change in the workplace.
- Ensuring compliance with BC regulatory requirements, health and safety and other statutory regulations.

Required Qualifications:

- An undergraduate degree.
- Progressive HR experience culminating in senior management/leadership positions in similar sized organizations comprising unionized and exempt employees.
- Demonstrated experience in leading an effective HR team and organizational transformation while acting as a strategic partner to a Senior Leadership team within municipal government.

The City of Delta provides a competitive salary of \$171,242 - \$204,207 (commensurate with experience); and an excellent benefits package including Municipal Pension Plan as well as an earned-days-off system. Interested applicants are requested to apply online at www.delta.ca/employment, to competition **#24-215 EX** by **September 25, 2024**.

At the City of Delta, we are committed to recruiting and retaining a diverse workforce that is representative of our community, providing equal opportunity and fostering an inclusive workplace where our individual differences are recognized, valued and celebrated.

We thank all applicants for their interest; only those under consideration will be contacted. Copies of relevant professional certificates, degrees, or tickets must be submitted with your application. Preferred candidates will be required to submit a Police Information Check.

City of Delta
Attention: Human Resources
4500 Clarence Taylor Crescent, Delta, BC V4K 3E2
www.delta.ca/employment

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