

## **Human Resources & Safety Director (Permanent, Full-Time) #1510**

### **Close Date**

January 8, 2025

At the City of Kamloops, we believe in progressive and barrier-free recruitment for everybody every day. This means employment opportunities for all in a safe, inclusive and diverse workplace. We know our city is stronger when we hire qualified individuals from different backgrounds with diverse experiences, cultures and perspectives.

We are focused on creating the highest levels of service excellence, based on an organization-wide community culture that celebrates our employees who make it all happen. We are known as Canada's Tournament Capital and are famous for our hospitality and community spirit, traits that make us a leader! Recreation, sports, arts and culture, health care, social activities, volunteerism, and affordable housing all meld to form a unique blend of big-city amenities with small-town ambience. This is Kamloops!

*Let's make Kamloops shine! Join our team today.*

### **Position Overview**

The City of Kamloops is seeking an experienced, dynamic, and strategic Human Resources & Safety Director to lead and oversee all human resources and safety-related functions within the municipal government. Reporting to the Chief Administrative Officer, the Human Resources & Safety Director is a key member of the Corporate Leadership Team and will play a key role in fostering a productive and safe work environment for all municipal employees.

The incumbent will be responsible for ensuring compliance with employment laws, implementing and managing safety programs, and developing human resources strategies to attract, retain, and develop a diverse workforce. If you share in our corporate values of resiliency, purpose, trust, inclusivity, health conscious and cooperation and are interested in making a significant impact on our community, the Human Resources & Safety Director may be the next step in your career.

Our ideal candidate will possess the following qualifications:

1. A degree in Business or Public Administration with a preferred concentration in Human Resource Management or Labour Relations.
2. Minimum of ten years of management experience in a unionized environment, with a proven track record for change management, collective bargaining, conflict resolution, and project management
3. CPHR designation.

The salary for this position is \$197,683.20 and includes a performance-based step increase system. The City offers a comprehensive health, vision and dental package including generous vacation and an Earned Days Off program. Along with these benefits, the City offers employee well-being programs which include support for mental well-being and physical health through onsite gyms and a Wellness Works program that focuses on this critical corporate building block.

For new hires, and for those working in designated positions of trust, including those working directly with vulnerable persons, no formal offer of employment will be made until an applicant completes a police information check. This is an exempt management position.

**Hours & Days of Work**

Monday – Friday

8:00 a.m. – 4:00 p.m. or 8:30 a.m. – 4:30 p.m.

**Hours per Week**

37.5

Please note if you need assistance or have individual needs or requirements throughout the application process, contact the Human Resources Department by telephone, email [hr@kamloops.ca](mailto:hr@kamloops.ca) or in person at 6-510 Lorne Street so we can better support you.

External job postings are open to everyone. We are an equal opportunity employer and thank all applicants for their interest. Please be sure to review the application requirements of each job you apply for. Only those selected to participate in the recruitment process will be contacted.

Applications are accepted online at [kamloops.ca/careers](http://kamloops.ca/careers).