



Make working for
The City work for you.



Manager, Total Rewards and Healthy Workplace

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 Manager, Total Rewards and Healthy Workplace, you will adopt a collaborative and forward-thinking leadership style that champions innovative programs aimed at making The City of Calgary an excellent place to work. You will prioritize diversity, inclusion, and psychological safety, while providing strategic direction and advocacy to your team in the design, development, execution, and governance of evidence-based total rewards and healthy workplace initiatives. You will work in partnership with colleagues in Occupational Health and Safety to ensure effective governance and collaboration on shared goals.

In this role, you will lead a team of dedicated professionals who are subject matter experts in their fields. Creating and maintaining an environment conducive to the growth and success of your diverse team of professionals is essential. Your team will strive to deliver timely, relevant, and impactful services to The City's 18,000 employees. With numerous key projects planned, it is crucial to balance daily operational oversight with project management.

We operate in a highly unionized environment with a unique benefits governance model that collaborates with all our union partners, making experience in such complex settings important.

Reporting to The City's Chief Human Resource Officer and as a member of the HR Management Team (HRMT), you will contribute to the development of HR business plans focused on leading-edge practices, drawing on your understanding of both global and local HR issues. You will play a crucial role in refining the HR service delivery model and will be responsible for establishing annual divisional business strategies, plans, budgets, and performance measures. Additionally, you will develop corporate strategies and programs for Total Rewards and Healthy Workplace initiatives that empower The City's workforce to meet Council priorities and citizen expectations, ultimately enhancing the employee experience and contributing to The City's value proposition.

Qualifications

- A related degree and at least 10 years of experience in progressively more senior roles, including leading a team of HR professionals and Subject Matter Experts (SMEs) in the field of total rewards.
- Equivalent combinations of education and experience may be considered.
- You have sound technical knowledge of and experience with total rewards (one or more of: compensation, pensions and benefits governance), and employee health and wellbeing (one or more of: health/ability management, return to work, staying healthy at work, mental health, psychological safety, substance use).
- To succeed in this role, you require the following competencies:
 - Consulting with and educating interested parties on complex total rewards matters.
 - Leading change and promoting innovative approaches to total rewards and health management.
 - Business acumen in measuring, analyzing and communicating the business, financial and employee impacts of total rewards and healthy workplace programs and services.
 - Political acumen and experience presenting to executive teams, boards of directors and/or City Council.
 - Collaboration with partners within HR and other business units to build integrated and customer-centric experiences for leaders and employees.
 - Problem solving skills and strategic thinking in a large, complex, unionized environment.

Pre-employment Requirements

- Successful applicants must provide proof of qualifications.

Workstyle: This position may be eligible to work from home on a hybrid schedule as one of several flexible work options available to City employees. Such arrangements are based on the operational requirements of the position and employee suitability and are subject to change based on operational needs and corporate direction.

Note: Please note all exempt positions at The City are undergoing a compensation review. This means the union jurisdiction and/or salary range listed here may change. [Tell me more.](#)

Union: Exempt	Business Unit: Human Resources
Position Type: 1 Permanent	Location: 800 Macleod Trail SE
Compensation: Level H \$118,309 – 188,600 per annum	Days of Work: This position works a 5 day work week earning 1 day off in a 3 week cycle.
Hours of work: Standard 35 hour work week	Apply By: February 4, 2025
Audience: Internal/External	Job ID #: 311255

Apply online at www.calgary.ca/careers