



**The Corporation of the City of Brantford  
Human Resources Department**

requires

**Manager of Total Rewards**

**Job ID# 2475**

Situated on the picturesque Grand River, the City of Brantford is a rapidly growing community of over 100,000 residents, located in the heart of Southern Ontario with direct access to Hwy. 403 and is in close proximity to the GTHA, Waterloo and Niagara regions. As a single-tier municipality, Brantford is responsible for the full spectrum of municipal service areas. We invite you to join our #TeamBrantford corporate culture with many progressive initiatives, including our hybrid work environment. The City is committed to the professional development of our staff and invite you to come, grow with us!

Reporting to the Chief Human Resources Officer, the Manager of Total Rewards is responsible for managing several Human Resources functions that include: compensation, job evaluation, benefits, pension, employee records and changes, learning and development and recognition programs. The Manager of Total Rewards supervises and works collaboratively with the Total Rewards team, consisting of a Benefits Coordinator, a Total Rewards Coordinator, a HR Business Systems Specialist, a Compensation Specialist and a Learning & Development Specialist. This position is responsible for setting and implementing the Total Rewards strategy which includes the five components of a contemporary total rewards model: compensation, benefits, well-being, recognition and learning and development. The Manager of Total Rewards acts as an integral leader for the City of Brantford. Salary is currently under review.

**QUALIFICATIONS**

- Graduation from a four (4) year university program or equivalent in Human Resources, Business Administration or related field
- A Certified Human Resources Leader (CHRL), Certified Compensation Professional (CCP), Certified Employee Benefits Specialist (CEBS), Payroll Compliance Practitioner (PCP), Payroll Leadership Professional (PLP) Designation are all considered assets
- Minimum of seven (7) years of progressively responsible Payroll/Compensation/Benefits /Human Resources experience in the municipal sector, combined with exceptional leadership abilities
- Must be committed to professionalism and teamwork, possessing a comprehensive knowledge of contemporary HR practices and legislation with a strong emphasis on customer service, communication and mentoring
- Must have strong analytical ability and be able to work with large sets of data, analyze information related to payroll, benefits, compensation, numbers, statistics, etc.
- Must have excellent computer literacy with a working knowledge of Microsoft Office software, including Microsoft Excel, HRIS systems, databases and other related software
- Demonstrated leadership abilities within a unionized environment will be essential
- IMS 200 Certification or equivalent (ICS200) is considered an asset. Subject to course availability, certification must be achieved within the first year of employment.

**WAGE/SALARY RANGE:** \$57.87 to \$72.34 per hour (based on a 35-hour work week) plus benefits

To apply on-line, please visit the City of Brantford website at <https://brantford.ca/careers> and click on **Current Opportunities**.

Closing date for applications: **Thursday, December 11, 2025, at 4:30 p.m.**

**Information gathered relative to this position will only be used for candidate selection.**

**We thank each applicant for taking the time and effort to submit your resume, however, only candidates to be interviewed will be contacted.**

**Our organization is committed to promoting the independence, dignity, integration, and equality of opportunity of persons with disabilities by ensuring the accessibility of our facilities and services. Accommodations are available for all parts of the recruitment and selection process. Applicants need to make their required accommodations known in advance.**