

## Senior Payroll Technician - Training Opportunity (Permanent, Full-Time) - 1968

### Close Date

July 7, 2026

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

Are you the person who catches the one-cent discrepancy before anyone else? Do you thrive on solving complex payroll puzzles while delivering exceptional service? If spreadsheets, legislation, and deadlines don't intimidate you—but energize you—we'd love to meet you!

As our **permanent, full-time Senior Payroll Technician – Training Opportunity**, you'll play a key role in ensuring employees are paid accurately and on time while supporting a fair and compliant workplace. You'll be the go-to expert for complex payroll matters, providing guidance, troubleshooting issues, and helping improve processes. If you are ready to take your payroll career to the next level, apply today!

### Living in Kamloops

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The successful candidate must have the following qualifications:

1. Completion of senior secondary school or its equivalent.
2. Completion of the Payroll Compliance Practitioner (PCP) certification from the Canadian Payroll Association.
3. Ability to successfully complete and pass a post-secondary accounting course (3 credits) within six (6) months.
4. Proficient in intermediate Word and advanced Excel as demonstrated through testing. (70% pass rate required)
5. Minimum of three year's previous experience with enterprise resource planning (ERP) payroll system and full cycle payroll.

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. A comprehensive benefits package is included with this position. This is a CUPE local 900 position.

Please note that this is a new job classification, and the pay grade is subject to agreement between the Employer and the Union.

For further information on the Senior Payroll Technician position, please see the attached job description for the fully qualified position and for further information on the details around the training opportunity please see the attached terms and conditions. This position will only be filled if we are unable to fill the fully qualified Senior Payroll Technician (Permanent, Full-Time) - 1967 posting.

### **Awarding of Training Opportunity:**

To be successful for this training opportunity, applicants must meet the above requirements. Applicants are able to participate in a maximum of three training opportunities within the Department.

### **On-the-Job Experience and Training:**

The successful candidate for this opportunity will be gaining experience towards becoming a fully qualified Senior Payroll Technician. The exact length of the training opportunity may vary based on the previous experience of the successful candidate and the length of the position, but will be a maximum of one year.

### **Pay Rate:**

The successful applicant for this training opportunity will receive the pay rate of Pay Grade 10 (inside), \$39.990 per hour to start. After successful completion of a post-secondary accounting course (3 credits), the candidate will receive the pay rate of Pay Grade 11 (inside) \$41.857 per hour.

### **Time Commitment to the Position:**

The successful candidate will be required to remain in the Senior Payroll Technician position for a minimum of the amount of time it took the candidate to become fully qualified.

### **Probationary Period:**

The probationary period for this position will be six (6) months.

### **Hourly Rate**

\$39.990 (2025)

### **Hours & Days of Work**

Monday - Friday 8:00 AM - 4:00 PM

### **Hours per Week**

35

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).

## Training Opportunity Terms & Conditions

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The City of Kamloops encourages career development and professional growth for its employees. Training postings (including training opportunities and "in-training" postings) allow staff the prospect of moving into an area of the City operations that they may not otherwise have the experience or qualifications to bid into.

To support this, the parties have adopted the following terms and conditions for training postings. To illustrate your acceptance of the terms and conditions, please initial each item, date and sign at the bottom.

### 1. MANAGEMENT/EMPLOYEE RESPONSIBILITIES \_\_\_\_\_

The City recognizes that there is a joint responsibility for the development and success of the trainee. It is management's obligation to regularly monitor and assess the trainee's work to ensure that they are completing the requirements of the training. It is the employee's obligation to meet the commitments of the training posting, attend any training or educational sessions required and to participate in applicable duties at the workplace.

### 2. TRAINING TERMS \_\_\_\_\_

Training terms may vary in length, based on the amount of experience that the successful qualified applicant brings to the position.

### 3. ACCESS TO TRAINING \_\_\_\_\_

Employees will be allowed to access a maximum of three training types (training opportunity and/or in-training) during their employment with the City. The third training type, apprenticeship, will have a maximum of one opportunity.

Where the situation exists for an employee to pursue multiple opportunities related to a particular career path within a Division, consideration will be given on a case by case by the Employer to waive the access restrictions.

### 4. EMPLOYEE COMMITMENTS \_\_\_\_\_

- a) Employees must commit to the training term stated on the posting.
- b) After completion of the training term, employees must remain in the position for the commitment term stated on the posting.

- c) For a period of one year after completing the training term, employees (unless they are otherwise employed full-time outside of the classification), must accept any vacant shifts that should arise in the classification they have been trained in if that shift remains vacant after a posting or bid meeting process.

Any employee who does not fulfill the commitments of a training posting through their own actions will not be allowed access to any other training types in the future.

**5. SENIORITY FOR TRAINEES** \_\_\_\_\_

New employees hired for a training position will not obtain seniority during their probation period. If a trainee passes their probation period, seniority will be calculated as per the Collective Agreement and given to the employee at that time.

**6. LAYOFF AND RECALL FOR TRAINEES** \_\_\_\_\_

The trainee will be laid off before junior, fully qualified incumbents in the classification. The trainee will be recalled last after junior, fully qualified incumbents in the classification.

**7. TRAINEE PROBATIONARY PERIODS** \_\_\_\_\_

The probationary period for employees in training opportunities will be six (6) months. As per Article 10(i), for existing employees, the trainee will be returned to their former position if they fail their probation. As per Article 10(d)(iii), the employment of externally hired employees may be terminated at any time during the probation period at the absolute discretion of the employer, provided however, that such discretion is not used in an arbitrary, perverse, or capricious manner.

The Union has agreed to consider requests for longer probationary periods based on the length of the training term and/or a trainee's progress.

Employees with seniority, who have passed their probation period but do not fulfill the commitments of a training posting will forfeit the right to return to their former position but will be placed on an unpaid leave of absence and allowed to use their seniority for one year to bid on another position in the organization.

**8. OVERTIME CALL OUT**

In the event of an overtime call out, fully qualified staff will be called first. Trainees may be considered at management's discretion.

\_\_\_\_\_  
Employee

\_\_\_\_\_  
Date