



Head of Human Resources

CITY OF VICTORIA

Victoria, BC

Reporting to the City Manager, the Head of Human Resources is part of Victoria's senior leadership team and is responsible for providing strategic leadership and advice in the delivery of comprehensive human resource programs to ensure the City's organizational goals are achieved. The position will foster and sustain a healthy and vibrant workplace culture that enhances the many critical contributions the City's people make to the success of the organization. The Head of HR will also provide opportunities to enable colleagues to reach their full potential while reflecting Victoria's core values and purpose.

In addition, the Head of HR will be a key contributor to the City's overall organizational strategy and will support his or her peers in building engaged, high performing teams that are equipped for the City's future needs. The Head of HR will also work with the HR team to ensure the effective, customer service-focused delivery programs and services.

As the ideal candidate, you are a dynamic human resources generalist with a reputation for being innovative, creative, responsive and a champion for customer service. You have been successful in developing a vision for the human resources function of an organization, and have also been able to roll up your sleeves in order to make that vision a reality. You possess solid business acumen and have a track record of creating true business partner relationships across an organization, quickly synthesizing the needs of the organization and how its human resource assets can be best developed, supported and utilized to meet those needs. You take a collaborative approach and communicate with confidence, providing a voice for HR at the leadership table, and interpreting the organization's needs with the HR team. You are an agent of change, with a strategic mindset and a modern approach to management. You have experience leading the HR function for a large, complex organization, and ideally have experience in a unionized setting.

If you are ready to take on a dynamic, forward-looking human resources leadership role in one of Canada's pre-eminent cities, visit our website and submit your application to either **Allison Rzen** or **Gordon Andersen** at www.pfmsearch.com.

Embrace the future. Build on the past. Victoria was incorporated in 1862 and has a rich and vibrant history. While experiencing rapid growth, Victoria has succeeded in blending the "new" with the best of the "old" to retain much of its historic character. Today, the City of Victoria has a population of over 83,000, is the core downtown area of the Capital Regional District which has an overall population of 360,000, and is the home of the provincial capital as well as much of the economic activity of southern Vancouver Island. The City's collaborative, innovative team is constantly looking at fresh approaches to ensure the best quality of life, health and well-being of its citizens. There is an opportunity to join this team and contribute to making Victoria a world-class city in the role of Head of Human Resources.



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