



## Director, HR Services

# LANGARA COLLEGE

### Vancouver, BC

Reporting directly to the Vice President, People and Culture, the Director, HR Services (Director) is responsible for Strategic HR planning, administration, and, in collaboration with the Director, HR Programs, Systems, and Payroll, overseeing the Talent Management programs and services that support HR operations including employee and labour relations, recruitment and retention, performance management, classification, HR consultancy, and Human Rights.

The Director is responsible for leading and implementing HR strategies and practices to support Equity, Diversity, and Inclusion, and for the leadership of all Human Rights policies, and procedures. The incumbent is responsible for managing all aspects of grievances arising from collective agreements and liaises with the Post-Secondary Employers' Association and the Public Sector Employer's Council with respect to contracts, policies, and judicial proceedings. As a senior member of the People and Culture Leadership team, the Director provides support and guidance on strategic initiatives undertaken by the department and liaises with the College's legal counsel on personnel, Human Rights, and labour relation matters.

The ideal candidate will be a proven strategic business partner and human resource practice leader with deep experience stewarding the human resource function of large, complex, multi-union organizations and administering and negotiating collective agreements. A critical thinker who has demonstrated success building solid relationships with all levels of an organization, the Director will be a dynamic voice at the leadership table and will have implemented actions to move complicated issues forward in pragmatic and sustainable ways. In addition, the incumbent will possess superb strategic, negotiation, and dispute management and resolution skills and be able to see the 'whole picture'. Strong business and financial acuity for effective decision making will be critical. Systems implementation experience is considered an asset.

If you are ready to bring an inclusive, consultative, and proactive approach to Langara College, an environment that fosters new ideas, critical thought, and innovative approaches, we would like to hear from you. Please visit [www.pfmsearch.com](http://www.pfmsearch.com) or contact **Jennifer Madden** or **Matthew Bell** to apply.

*Langara College hires on the basis of merit and is strongly committed to equity and diversity within its community. The College welcomes applications from visible minority group members, women, indigenous people, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to productively engage with diverse communities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.*

*Located in beautiful Vancouver, BC, Langara College, the college of higher learning, is one of BC's leading undergraduate institutions. Started in 1965 as part of Vancouver Community College, Langara was established as an independent public college under the Provincial College and Institute Act in 1994 and today provides University Studies, Career Studies, and Continuing Studies programs and courses to more than 23,000 students annually. The College is also known as *snəwəyət ləlaŋ*, house of teachings, a name given to the College by the Musqueam First Nation, on whose unceded traditional territory Langara is located.*

**Langara.**  
THE COLLEGE OF HIGHER LEARNING.



**PFM**  
EXECUTIVE SEARCH

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