



Executive Director, Employee Services PROVINCIAL HEALTH SERVICES AUTHORITY (PHSA) Vancouver, BC

The Executive Director (ED), Employee Services reports to the Vice President, Finance and Business Operations and Chief Financial Officer, and is accountable for directing and overseeing payroll, employee records & benefits, workforce management services, and related business applications that support payroll and human resources across multiple health authorities in a complex provincial environment.

With the development of the new BC Shared Health Services, as well as the implementation of Workday across the province's health authorities, the ED will be highly engaged in a significant change management process that will focus on ensuring the best possible service delivery in a highly complex, transactional, client focused, and essential environment. The ED provides strategic and operational leadership to ensure effective service delivery, operational excellence, key partner engagement, and continuous improvement in support of organizational priorities. The role also supports the implementation of strategic and operational initiatives within an evolving provincial context.

As the ideal candidate, you bring solid operational expertise in the functional areas of employee services, as well as experience overseeing substantial change processes. You bring a track record of supporting staff to focus on high quality delivery, particularly during a period of transition. You bring strong critical thinking, a genuine service orientation, and the ability to build trust across a complex, multi-stakeholder environment, as well as the confidence to represent the function credibly with senior leadership both internally, as well as across the province's health authorities and with the Ministry of Health. Your practical blend of education (ideally with a CPA, CPHR, MBA or similar) and direct, hands-on experience in payroll, HR records, or a closely related operational function will allow you to step in alongside the team when it matters. Above all, the role calls for someone with exceptional patience, resilience, and the calm, grounded presence to stabilize a hard-working team and raise the bar on what good looks like.

The targeted salary range for this position is \$174,258 - \$228,713 annually, supplemented by a competitive total rewards package.

If this is the next step in your professional career, please visit our website and submit your application to **Allison Rzen** and **Candice Kirkland** at www.pfmsearch.com.

PHSA has a unique role in BC's health authority system: to ensure that BC residents have access to a coordinated provincial network of high-quality specialized health care services. PHSA works in partnership and cooperation with the province's health authorities and health care professionals to improve access to evidence-informed practice in a variety of programs serving specific populations that support optimal health outcomes for people living in British Columbia.

PHSA's work is guided by its purpose to inspire and unite specialized teams to create a healthier province for all, as well as its vision to create an equitable, anti-racist, and culturally safe health care system where everyone thrives. The work of PHSA is guided by the Coast Salish Teachings gifted to the organization by Coast Salish Knowledge Keeper Siem Te Ta'in (Shane Pointe).



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