



## Senior Director, People & Culture

### CITY OF RICHMOND

#### Richmond, BC

The City of Richmond is a thriving organization, with a dedicated group of professionals committed to ensuring the highest quality of service to the citizens it serves. The organization – recognizing the need to continue to elevate its multi-faceted approach to attracting, retaining, and developing employees – is looking for a strategic and innovative individual to take on the leadership of this critical portfolio in the role of Senior Director, People & Culture (Senior Director).

The Senior Director will provide inspiring leadership and a truly strategic focus when implementing innovative programs and solutions that enhance the employee experience. Reporting to the Chief Administrative Officer, the Senior Director works closely with the CAO and Senior Leadership team to enact the organization's mandate, drive meaningful employee engagement, and support the decisions of Council. They will be sharply focused on providing strategic leadership across all areas of the employee experience, including leadership and organizational development, health and wellness, reconciliation, diversity, equity, and inclusion, labour relations, and employee engagement.

The successful candidate will be a critical thinker who has demonstrated success building solid relationships with all levels of an organization and will be an agent of change who thrives in a progressive environment. With a demonstrated track record of progressively senior leadership roles and a commitment to championing diversity, equity, inclusion, and reconciliation, the Senior Director, People & Culture has a reputation for effectively supporting organizational transformation with vibrant creativity.

*The targeted salary range for this position is \$200,000 - \$249,000, supplemented by a competitive total rewards package.*

This is an opportunity to play a leadership role in a very healthy, engaged, and high performing organization. Visit our website and submit your application to **Jennifer Madden** and **Matthew Bell** at [www.pfmsearch.com](http://www.pfmsearch.com).

*One of British Columbia's largest and most multicultural municipalities, the City of Richmond boasts a rich history, a diverse population, a focus on sustainability and sustainable growth, and a demonstrated commitment to innovation. Richmond remains true to its aquaculture and agrarian roots, and its economy supports over 130,000 jobs in various sectors including aviation, filming, health, logistics, manufacturing, retail, technology, tourism, agriculture, fishing, and government. It is also the home of the Vancouver International Airport and therefore an important gateway for Canada.*



**PFM**  
EXECUTIVE SEARCH

#### PFM Executive Search

Tel 604.689.9970 | Toll-Free 1.800.864.9970

Suite 510-999 West Hastings Street

Vancouver, BC V6C 2W2

[www.pfmsearch.com](http://www.pfmsearch.com)