



Executive Director, People & Culture

THOMPSON RIVERS UNIVERSITY (TRU)

Kamloops, B.C.

Reporting to the AVP, People & Culture, the Executive Director, People & Culture, serves as a key leader within TRU's human resources function, ensuring that the People and Culture team delivers exceptional, consistent service across all university units. The Executive Director will build strong partnerships with both academic and administrative units, providing expert guidance on HR policies, programs, and best practices that support TRU's strategic objectives. As a trusted resource, they will reinforce the People and Culture team's reputation as the "go-to" for HR-related needs, promoting organizational effectiveness and an enriching employee experience.

Key areas of focus include labor relations management, grievance administration, performance management, succession planning, conflict resolution, coaching, and team building. Through these efforts, the Executive Director empowers TRU's leaders and staff to make informed, people-centered decisions and cultivates a welcoming workplace culture that champions reconciliation, equity, diversity, inclusion, and collaboration.

An experienced HR leader with deep expertise across all facets of human resources, the Executive Director, People & Culture will bring a proven ability to guide teams in delivering consistent, reliable, and service-focused HR support across diverse university departments. The ideal candidate will have a history of building strong, trusted relationships and influencing positive outcomes through collaboration and partnership. The successful candidate will be an effective coach and mentor, capable of supporting and developing a team of HR Advisors/Consultants to ensure consistency in practices and decision-making. They will focus on implementing efficient, streamlined processes that enable the team to prioritize strategic initiatives.

To augment their experience in a large, diverse and complex unionized environment, the ideal candidate will have a Bachelor's degree in Human Resources, Business Administration, or a related discipline. A professional HR designation (CPHR) is an asset.

The targeted salary range for this position is \$139,899 – \$164,592 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 **Shelina Esmail** and **Suchin Pawa** at www.pfmsearch.com.

Since 1970, TRU has taken pride in providing an excellent education to every student who comes to us — from a wide variety of backgrounds and perspectives, at various stages of the learning journey. We serve more than 25,000 students — on our campuses in Kamloops and Williams Lake, and via distance or online courses and programs through Open Learning. From traditional academics to trades, from certificates to graduate degrees, TRU offers over 140 on-campus programs and 60-plus Open Learning programs. Our students apply what they learn in co-op work terms, study abroad, undergraduate research, field schools and practicums, service learning and other opportunities — with guidance and mentorship by our accessible faculty. Research, creation and innovation thrive in our open, flexible learning environment. And so do our students.



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