



Director, People & Culture

GREATER VICTORIA PUBLIC LIBRARY

Victoria, BC

The opportunity to elevate the people focus of a pivotal organization exists in the role of Director, People and Culture of the Greater Victoria Public Library (GVPL).

In collaboration with members of the senior leadership team, the Director, People and Culture will contribute at a strategic level in support of Library goals and operations. You will champion and deliver innovation around workforce planning, full-cycle recruitment, training and development, compensation and benefits. You will create, implement and promote human resources programs that support a high-performance culture as well as corporate strategic goals. This position leads, directs and coaches the People and Culture team who, together with the Director, administer, advise and consult regarding a broad range of HR programs and systems support.

As the ideal candidate, you have a true passion for the power effective human resources practices can have on operational excellence. You are a hands-on, dynamic and seasoned human resources generalist with extensive experience in employee and labour relations. You will bring the ability to build leadership capacity and employee engagement with a demonstrated commitment to equity, diversity and Inclusion.

Your experience includes progressively senior roles within a complex, unionized, multi-location operational environment. You are an experienced leader of people, managing sensitive issues and providing strategic advice and solutions in alignment with organizational goals. Your experience is preferably augmented by a degree in human resources management with certification in labour relations an asset.

The targeted salary range for this position is \$124,800-\$148,638 annually, supplemented by a competitive total rewards package.

This is an excellent opportunity for a motivated individual to make a significant contribution towards a crucially important public institution serving a broad population. If this is the next step in your professional career, please visit our website and submit your CV to **Matthew Bell** and **Suchin Pawa** at www.pfmsearch.com.

Creativity and inspiration — two words we hold in high esteem. Through the Greater Victoria Public Library's programs, collections and services, we inspire our Library members to discover new ideas and information that will enlarge their world. We create opportunities that spark a fervor for lifelong learning, and we provide space and resources to enhance creativity, self-expression and community building.

Led by our Board of Directors and Executive team, GVPL provides services at 12 Library branches, on our website and out in the community to more than 380,000 residents in 10 municipalities in the Capital Regional District of Vancouver Island.

An award-winning library system, with one of the highest per capital usage rates in Canada, GVPL is recognized as a leader in the Library community. Staff at all levels are regularly sought out to showcase the work of the Library locally, nationally and internationally.



**GREATER VICTORIA
PUBLIC LIBRARY**



PFM
EXECUTIVE SEARCH

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