



Associate Vice President HR – Communities of Expertise UNIVERSITY OF BRITISH COLUMBIA

Vancouver, BC

An outstanding and dynamic opportunity has been newly crafted at UBC, in the role of Associate Vice President, Human Resources, Communities of Expertise. Reporting to the Vice President, Human Resources, the AVP will provide leadership to a portfolio responsible for UBC-wide workplace strategies relating to: Recruiting, Talent Management, and Total Rewards and Wellbeing. The AVP also provides leadership and oversight of the design and implementation of UBC-wide strategic workplace programs that address the priorities in the UBC Shaping the Next Century.

With an invigorated structure in place, supported by Workday, UBC is seeking a forward-thinking leader to provide outstanding leadership and a truly strategic focus when implementing programs and solutions that improve the employee experience and support the university. The AVP encourages a team of top-tier HR professionals leading programs and thought-leadership in the Communities of Expertise and works collaboratively with senior leaders including Deans and colleagues across UBC in all faculties and portfolios, including UBCO campus, on collective strategic and operational priorities.

As a true solutions partner and relationship-builder throughout the organization, the AVP is confident moving into the unknown, encouraging others, improving technology, recognizing efficiencies, and providing relevant solutions across the organization. The AVP is recognized as a thought-leader and a collaborative and engaging professional who conveys confidence that the COE team is agile, diligent, and service-focused. As an experienced HR professional with an appetite for continuous improvement, the ideal candidate will have significant experience in leading large, nuanced human resources teams with responsibility for central strategy, particularly in leading sophisticated compensation system reviews, policy and program design and implementation; governance of policies and standards in a large, sophisticated unionized environment with an understanding and vision for a shared services organization.

If this is the next step in your leadership journey, send your resume and brief covering letter to **Shelina Esmail** and **Jennifer Madden** at www.pfmsearch.com.

UBC hires on the basis of merit and is strongly committed to equity and diversity within its community. The University welcomes applications from visible minority group members, women, Aboriginal persons, 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.

The University of British Columbia (UBC) is a global centre for research and teaching, consistently ranked among the top 20 public universities in the world. UBC attracts, nurtures, and engages 65,012 students from 156 countries on two major campuses in Vancouver and Kelowna. With a \$2.6B budget, research funding at \$658M, 16,089 faculty and staff, 325,000+ alumni, this is Canada's second largest university and recently recognized as North America's most international university.

As one of the world's leading universities, the University of British Columbia's vision and values adhere to the principles of an exceptional learning environment that fosters global citizenship, advances a civil and sustainable society, and supports outstanding research to serve the people of British Columbia, Canada, and the world. UBC is also working to build a community in which human rights are respected, and equity and inclusion are embedded in all areas of academic, work and campus life.



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