



Director, People, Culture, & Learning

VANCOUVER ISLAND REGIONAL LIBRARY

Nanaimo, BC

Reporting to the Executive Director, the Director, People, Culture, & Learning (the Director) is a key member of the Executive Leadership Group and plays a lead role in shaping organizational culture while ensuring that corporate and strategic directions anticipate and respond to emergent issues in the environment. Accountable for developing, establishing, implementing, and managing select policies and procedures, the Director builds VIRL's internal capacity to deliver critical public library services in the region through progressive approaches, and works collaboratively to set departmental and system-wide goals reflective of VIRL's mission, vision, and values.

The Director will foster an inclusive and collaborative culture, while simultaneously ensuring that sound advice and guidance is provided to the Executive Director, the Board, and management, as well as providing strategic guidance in all matters relating to the department and to labour relations. As head of their department, the Director is ultimately accountable for departmental functions including recruitment and selection, job analysis and audit, compensation, benefits, contract negotiations and administration, grievances and arbitrations, training and development, succession management, occupational health and safety, employee assistance and counselling.

As the ideal candidate, you are a dynamic human resources generalist with a true passion for the power effective human resources practices can have on operational excellence. You will bring the ability to contribute at a strategic level in support of library goals and operations as a whole, while being able to effectively support and oversee the needs of the department. Your experience includes progressively senior roles within a complex, unionized, multi-collaborator environment, and a demonstrated commitment to service excellence in an operational environment. You possess experience implementing and iterating employer commitments to evolve an organizational culture, and embed respectful approaches to equity, diversity, and inclusion. In addition, you have ideally been the Chief Negotiator during collective bargaining. Your experience is preferably augmented by a bachelor's degree in a related discipline, and a CPHR designation would be an asset.

VIRL acknowledges that it operates on the traditional territories of the 55 First Nations within its service area, who are members of the Coast Salish, Haida, Nuu-chah-nulth, Kwakwaka'wakh, and Nuxalk peoples. It honours its relationships with these Nations and all other First Nations, Métis, and Inuit peoples who reside in the region. If this is the next step in your professional career, please submit your CV to **Allison Rzen** or **Matthew Bell** at www.pfmsearch.com.

As a regional system, Vancouver Island Regional Library (VIRL) covers a vast geographic area, from Sooke and Sidney in the south to Port Hardy, Haida Gwaii, and the Central Coast. Its system, the fifth largest in British Columbia, totals more than 42,000 square kilometres and includes a mix of urban, rural, and remote communities that work together to ensure exemplary library services for all its members. With a mission to enrich lives and communities through universal access to knowledge, lifelong learning, and literacy, VIRL is committed to centering workplace culture as a top priority for the organization and to working with staff on co-creating a culture of respect, safety, and collaboration. Because serving its communities and each other is at the core of everything it does, VIRL believes that all library patrons and staff deserve world-class service in all their library experiences. As a learning organization, VIRL continually seeks to inspire, educate, and deliver in-demand services.



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