



Director, Organization Effectiveness and People Services

Simon Fraser University (SFU)

Burnaby, B.C.

The Director of Organization Effectiveness and People Services will provide operational and strategic leadership to SFU's Strategic Business Partner Services team. This role focuses on delivering exceptional and consistent HR services and solutions to all university business units. The Director will cultivate strong partnerships with academic and administrative units, providing expert guidance on HR policies, programs, and services to support organizational effectiveness.

The Director will lead the Strategic Business Partner Services team to develop and implement strategies, programs and initiatives to enhance HR service delivery and foster collaborative relationships with university departments. They will provide professional advice on complex HR issues, and will be the first point of contact for all People, Equity & Inclusion services, aligning the best expertise to address emerging human resource issues. The Director will also identify and champion best practices in HR service delivery.

A proven HR leader with broad-based HR experience, the Director, Organization Effectiveness and People Services will bring a track record of enabling a team to provide relevant, consistent and timely advice and service by building effective trusted relationships, demonstrating competence as a subject matter expert, and instilling a culture of customer service. The successful candidate will have proven experience applying a strategic lens to the design and delivery of transformative people-centric solutions in line with inclusion principles, aligned with SFU's core value of equity and belonging. With a focus on strategy execution, the Director will be a seasoned HR professional who can strongly influence in a complex environment, using data and insights to build convincing business cases for change.

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 candidate should have proven experience in a leadership position within a large, diverse, and complex unionized environment.

The salary range for this position is \$132,149 - \$170,980 and the target hiring salary is \$140 - \$150k 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 **Allison Rzen** and **Jennifer Madden** at www.pfmsearch.com.

Consistently ranked among Canada's top research-intensive universities, SFU is a world leader in research, knowledge development and sustainability. SFU has three vibrant campuses in British Columbia's three largest cities—Burnaby, Surrey and Vancouver and serves over 30K undergraduate students annually. Guided by their shared vision—to be a leading research university, advancing an inclusive and sustainable future—they are committed to meeting the changing needs of both the world around us and the people and communities they serve.



PFM Executive Search

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