



**JUSTICE
INSTITUTE**
of BRITISH COLUMBIA

Director, People and Culture

The Justice Institute of British Columbia ("JIBC" or "the Institute") is Canada's leading public safety educator with a mission to develop dynamic justice and public safety professionals through its exceptional applied education, training, and research. JIBC is unique among Canada's post-secondary institutes and has earned a worldwide reputation for excellence and innovation. The Institute's education contributes to safer communities and a more just society by providing professionals with the knowledge, skills, and abilities to excel at every stage of their careers and make a difference every day.

JIBC plays a pivotal role in enabling the success of those that make a difference in our community, and it starts with JIBC's people. The results of JIBC's annual employee engagement survey are a strong testament to the commitment and passion of employees. Of those surveyed, more than 91 percent indicated that their work is "meaningful."

An opportunity now exists to join the JIBC as their Director, People and Culture. Reporting to the Vice President, People & Culture, the Director is responsible for planning and developing a wide range of human resources programs and initiatives, and for overseeing talent management programs and services for the organization, including employee and labour relations, recruitment and retention, performance management, total compensation, benefits and disability management, and organizational development.

As the ideal candidate, you are an experienced Human Resources leader with a labour relations focus, preferably in a public sector environment. You bring expert knowledge and experience with the principles and practices associated with HR functions such as collective bargaining, compensation and job evaluation, recruitment, organizational development, and talent management. A Certified Professional in Human Resources (CPHR) or progress towards the designation preferred.

JIBC hires for all positions based on merit. We're committed to diversity within our community and especially welcome applications from visible minority group members, Indigenous persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the further diversification of ideas.

To submit your CV and letter of introduction for consideration, in confidence, please go to <https://mbexec.com/jibc-director-people-culture>. For more information, please contact Kate Klarich at kklarich@mbexec.ca or Alex Verdecchia at averdecchia@mbexec.ca in McDermott + Bull's Vancouver office. We will respond to all who express interest