
Director, People and Culture
New Westminster, BC

Join the People and Culture team and help us continue to build a truly inclusive work environment that brings out the best of each unique person for the success of JIBC as a whole.

The Justice Institute of British Columbia (JIBC) is a public, post-secondary institution that provides education and training to those who'll be there to support British Columbians and others around the world, when a life is at stake or when health, safety or property is in jeopardy. Work for JIBC and be a part of the big picture – supporting justice and public safety professionals at all stages of their careers in fields including law enforcement, firefighting, paramedicine, security and emergency management.

JIBC's educational programming includes complementary and related areas of study – from conflict resolution, mediation, leadership and counselling, to cybersecurity, business intelligence, and tactical criminal analysis – as well as applied research in the justice and public safety fields. Join our team and help us prepare JIBC graduates to contribute to safer communities and a more just society.

An opportunity now exists to join JIBC as their Director, People and Culture. Reporting to the Vice-President, People, Culture and Organizational Planning, 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 organizational development, recruitment and retention, performance management, total compensation, benefits and disability management, and employee and labour relations.

As the ideal candidate, you are an experienced Human Resources leader, preferably with experience in a public sector environment. You bring team leadership experience and expert knowledge. Most importantly, you share our vision for driving the evolution of culture, employee experience and goal achievement at JIBC through innovative and impactful people and culture programs and services. You are collaborative and believe in the power of partnering to solve problems. You are tech-savvy and have experience leading process improvement and automation initiatives. If you're excited about the opportunity to build and grow the human resources function and see the impact you're making on a daily basis, this may be the role for you.

A Certified Professional in Human Resources (CPHR) or progress towards the designation preferred.

The range for this role is \$134,700 - \$158,470, which reflects JIBC's range for the role: between 85% and 100% of the sector range control point. In the normal course, employees will be hired, transferred or promoted between 85% - 94% of the control point, based on the knowledge, qualifications and experience for the role, with exceptions in the 95% - 100% range.

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 visit <https://mbexec.com/jibc-director-pc>. For more information, please contact Alina Ivanets at aivanets@mbexec.ca or Alex Verdecchia at averdecchia@mbexec.ca in McDermott + Bull's Vancouver office. We will respond to all who express interest.

