

Chief People Officer

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Company: Institute of Public Administration of Canada

Location: Vancouver

Category: other-general

Closing Date

04-30-2024

Location

Work Type

Salary Range \$280,000 – \$330,000 plus bonus and benefits commensurate with experience.

Experience Level-Job ID

Job Description Vancity is a globally recognized, purpose-driven credit union committed to transforming the economy by placing people and planet at the core. As a values-based financial co-operative, Vancity sees itself, its 2600+ staff, and its more than 570,000 members as a financial force for change, working together for a fair and clean world.

Founded in 1946, Vancouver City Savings Credit Union, known simply as Vancity, is Canada's largest community credit union, with \$35.5 billion in assets plus assets under administration. Its offices and 52 branches are in Metro Vancouver, the Fraser Valley, Victoria, Squamish and Alert Bay, within the unceded territories of the Coast Salish and Kwakwaka'wakw peoples. Vancity is the largest private sector Living Wage Employer in Canada and has been consistently recognized as one of the Top Employers in Canada. Vancity's vision is transformational—both organizationally and systemically.

Reporting to the President and Chief Executive Officer, the Chief People Officer (CPO) will play a pivotal role in modernizing Vancity's operations by providing strong leadership and support for enterprise-wide human resource policies, programs, planning, reporting, and operations functions. As a key member of the Executive Leadership Team, and overseeing

a team of 40, the CPO will ensure the HR Advisory Services, Talent Acquisition, Total Rewards, and Organizational Wellness teams are clearly aligned to the overarching mission and values held by Vancity. The CPO will develop innovative people strategies to transform the organization – and its culture - and prepare Vancity for the future, all the while incorporating its values. This will include creating a business partner mindset and developing and delivering programs, services and foundational HR capabilities (people, process and technology) in partnership with all areas of the business to ensure Equity, Diversity, Inclusion and Belonging for everyone, while meeting the talent, engagement and succession needs of the organization.

The ideal candidate is a values-driven and astute human resources or business executive who has advanced progressive HR programs and supported and led transformational change in a large, complex organization. Experience in financial services or unionized environments would be a significant asset. The preferred candidate is recognized as a trusted advisor and operates as a business partner, using data and strategy to drive decision making. Having championed diversity, equity and inclusion throughout their career, the ideal candidate has exemplary interpersonal and communication skills enabling them to develop trusting relationships with colleagues, staff and Board members alike.

Vancity's head office is situated on the territory of the Musqueam, Squamish and Tsleil-Waututh Nations in Vancouver, British Columbia. This is a rare opportunity for an innovative, purpose-driven executive to lead the one of the most prominent, values-based and high-profile financial organizations in Canada.

In accordance with BC's Pay Transparency Act, the expected base salary range for this role is \$280,000 – \$330,000 plus bonus and benefits commensurate with experience.

How to Apply

To explore this opportunity further, please click [Apply](#) .

We thank all applicants for their interest in this position. Please note that we will only be in contact with those individuals moving forward with our client. #J-18808-Ljbfrr

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