



Director, People & Organizational Potential
Full-Time, Permanent
Vancouver, BC

This is the most exciting time in the history of cancer research and care.

We are on the cusp of true transformation. Cancer is the world's biggest health crisis and the BC Cancer Foundation—the fundraising arm of BC Cancer—has launched the most ambitious and comprehensive healthcare campaign in BC's history to lead this transformation and elevate cancer care for all British Columbians.

With almost 90 employees working across 6 sites in B.C, we are one of the largest non-profit organizations in BC working actively with over 100,000 donors and communities to inspire investment in BC Cancer and our provincial teams of world-leading researchers, oncologists and care providers.

We are a *professional, passionate and positive* team who believe that we can help make a difference in the lives of all British Columbians.

Our purpose is to be a catalyst, powering world class innovation while supporting deeply personal cancer journeys.

About the Opportunity:

Reporting to the President & CEO, the Director, People & Organizational Potential is a key member of the Foundation's Senior Leadership Team and is accountable for developing and leading the people strategies and plans that support the overarching goals of the BC Cancer Foundation.

The Director leads the People & Organizational Potential team who design and implement programs and initiatives that are aligned with, and support, the Foundation's culture and environment and drive business success. The Director is responsible for all people programs including recruitment and selection; performance management; rewards and recognition; leadership development and succession planning; employee training and development; as well as employee engagement and recognition. The Director provides advice, guidance and assistance to leaders across the organization regarding all people aspects.

The Director, Human Resources is responsible for leading the development of a workplace culture which recognizes the value of employees and strives to engage all employees in the vision and goals of the Foundation.

Responsibilities will include:

- In conjunction with the CEO and Senior Leadership team, creates and implements the people plan for the organization that is aligned with the Foundation's Strategic Priorities and Objectives.
- Is a member of, and provides reports and updates to, the Governance and HR Committee, a Board committee that oversees all key aspects related to Governance, CEO performance and people priorities.
- Provides leadership to the People & Organizational Potential team, creating an environment that will stimulate and motivate them to contribute their full potential.
- Acts as a trusted advisor and coach to leaders on all people aspects
- Creates and delivers, or oversees delivery of, leadership and employee training and development at all levels of the organization.
- Leads the succession planning activities for the Foundation, ensuring development plans are in place for all successors and next generation leaders.
- Assists leaders with developing their strategic staffing plans and the effective structuring and organization of their portfolios.
- In conjunction with the People & Organizational Potential team, develops the recruitment and sourcing strategies that ensure the Foundation attracts individuals with the skills and capabilities to support the Foundation's success.
- Continues the focus on the ongoing development of a workplace culture which recognizes the value of employees and strives to engage all employees in the vision and goals of the Foundation.
- Reviews and analyzes the total rewards and compensation offering on an ongoing basis to ensure the Foundation remains competitive and cutting edge in the Non-profit market, making it an employer of choice.
- Supports, educates and coaches people managers in developing expertise in human resources practices.
- Develops, recommends and monitors the budget for all people & organizational related activities.
- Remains current on human resource trends, issues and best practices.
- Supports other Foundation related projects and initiatives as needed.

Qualifications

- Demonstrated ability to lead an HR team and implement and manage an HR portfolio
- A degree or diploma from a recognized post-secondary institution in a related field, plus a minimum of 5 to 8 years' experience in Human Resources, or an equivalent combination of education, training and experience
- CPHR designation is an asset.

Core knowledge + skills:

- Experience managing and leading an HR team
- Highly developed interpersonal skills. Ability to build trust based relationships with Foundation leaders and employees, Board members and partners



- Demonstrated professionalism and tact in handling highly sensitive and confidential situations; adhering to the highest levels of professionalism.
- Proven ability to set and accomplish goals/objectives, and establish priorities with minimal direction.
- Demonstrated ability to work as an effective member of a team and to work independently.
- Excellent knowledge of human resource policies and practices and related employment legislation.
- Uphold and contribute to BCCF's values of *Professional, Passionate, and Positivity*

What we offer:

- Competitive compensation
- 5 weeks' vacation plus office closure between Christmas Eve and New Years, as well as half days office closures before each statutory holiday
- Comprehensive benefit package including coverage for health, dental, vision and various paramedical services, plus participation in the Employee & Family Assistance Program
- Participation in the Municipal Pension Plan

BC Cancer Foundation is committed to fostering, cultivating and preserving a culture of diversity & inclusion. All qualified applicants will receive consideration for employment regardless of age, ethnicity, gender identity or expression, language, national or Indigenous origin, family or marital status, physical and mental ability, political affiliation, race, religion, sexual orientation or socio-economic status.

As an employer, occupational health and safety legislation requires that we protect our workers from health and safety risks in the workplace. BC Cancer Foundation has implemented a mandatory vaccination policy requiring that all staff who work in any of our physical workplaces must be fully vaccinated against COVID 19. Considerations and reasonable accommodations can be taken upon request and will be discussed on a case-by-case basis.

If this position is of interest to you, please apply online at:

<http://bccancerfoundation.com/about-us/careers>