



School District No. 74 (Gold Trail) Director of Human Resources

Gold Trail School District invites applications for the position of Director of Human Resources

Gold Trail respectfully acknowledges that the land on which the district lies is the unceded and traditional territory of the Nlaka'pamux, St'at'imc and Secwépemc First Peoples.

The District's eight schools and operational sites are located in Ashcroft, Cache Creek, Clinton, Gold Bridge, Lillooet and Lytton. The District's mission is *to ensure each learner achieves personal success in their learning and to support them to become responsible and productive citizens who contribute to a sustainable and equitable society*. Our goals are: Student Success, Truth and Reconciliation, Team, Communication and Sustainability.

Gold Trail School District is seeking a highly motivated, professional and accomplished leader for the position of Director of Human Resources, effective January 1, 2025 or mutually agreeable date. Reporting to the Superintendent of Schools and Secretary-Treasurer, and as a member of the District Leadership team, the Director has responsibility for all elements of human resource services including recruitment, selection, assignment, succession planning the development of human resource procedures and practices, records maintenance, health and safety, and employee relations for teaching and support staff personnel. The Director advises and guides the district on all Human Resources matters and has a comprehensive understanding of progressive human resource practices to influence organizational culture and effectiveness.

The Director is also responsible for leading labour relations activities including direct local collective bargaining. In addition to collaborating and consulting with a broad range of internal and external stakeholders, the Director liaises with BC Public School Employers' Association regarding provincial bargaining and other human resources issues, and works directly with a dynamic leadership team in the district.

The ideal Candidate brings:

- Significant current experience in public sector human resources, preferably in an educational setting.
- Strong, positive experiences managing labour relations issues, including contract management, collective bargaining and workplace investigations.
- A record of building and maintaining excellent professional relationships with both union and exempt employees at all levels of the organization, as well as fostering effective relationships with external contacts.
- Experience implementing legislative requirements that impact a complex working environment.
- An eye for innovation and improvement, and an ability to develop and implement new approaches.
- The ability to work independently with the aptitude for working as part of a collegial and collaborative environment.
- Superior verbal and written communication skills, including writing formal reports, and making presentations.



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Qualifications:

- Bachelor's degree in Human Resources, Business Administration, or related field required; Master's degree preferred.
- Substantial experience leading human resources and labour relations in the public sector, preferably in an educational setting.
- Chartered Professionals Designation in Human Resources (CPHR).

To view the original posting, please visit Make a Future at <https://buff.ly/4e7t7dV>.

Salary range for the position: \$116K - \$145K. Gold Trail offers a competitive benefits and pension package to eligible employees.

Preference will be given to qualified individuals who commit to working in person at the School District Office in Ashcroft, BC, however remote work options may be available to suitable, qualified applicants.

Resumes (including the names of three professional references with contact information) should be forwarded by Friday, November 8, 2024 via email to:

VESSY MOCHIKAS, Superintendent of Schools

vmochikas@sd74.bc.ca

Detailed information about the Gold Trail School District can be obtained from our website at:

www.sd74.bc.ca