

DEPARTMENT:	Human Resources & Information Technology	STATUS:	Regular Full-Time and Temporary Full-Time
NO. OF POSITIONS:	Two (1 RFT and 1 TFT)	UNION:	Exempt
HOURS OF WORK:	37.5 hours per week	SALARY:	\$106,900 to \$117,800 annually plus comprehensive benefits package (2021 rates)

As a central hub in the Metro Vancouver area, the City of New Westminster delivers a broad spectrum of urban services to over 70,000 residents. It is a city rich in history with a viable and thriving economy, a population representative of the diversity of the region, and is staffed by talented and dedicated employees who work together to achieve its strategic vision. The City of New Westminster has earned a proud reputation for civic leadership, service delivery, and outstanding employee relations.

We are looking for two professional HR generalists to join our passionate team! You will work in collaboration with department managers, staff, and union representatives to foster a positive working environment while promoting a culture of service, respect and engagement.

Reporting to the Senior Manager, Human Resources, you will work in partnership with other HR team members to develop, support and deliver progressive and inclusive human resources programs and initiatives.

What you have:

- Post-secondary degree in Human Resources or a related discipline.
- Considerable experience in progressively more senior HR generalist roles within a unionized environment.
- A CPHR designation and municipal or public sector experience are assets.
- Excellent knowledge of standard HR policies and practices, collective agreements, and related employment legislation.
- Proficiency with Microsoft Office and HR information systems.
- Experience and expertise in employee and labour relations, performance development, attendance, and ability management, full-cycle recruitment, job evaluation, and policy and program development are necessary in providing operational HR support to the various City departments.
- Experience in developing and implementing training and development, diversity and inclusion, and/or employee engagement programs would be assets.
- Demonstrated leadership skills, strong analytical and problem-solving capabilities, superior communication and interpersonal skills, and the ability to effectively manage and prioritize multiple demands.
- Possess diplomacy and tact required to deal effectively with staff, management, unions, and City Council while building lasting relationships.
- Strong organizational and time management skills to effectively deliver HR expertise and services to diverse clients.
- Initiative and the drive to innovate and continually evaluate and improve HR programs and services.
- Demonstrated ability to work both independently and within a team environment.
- Ability to maintain and exercise a high degree of discretion and confidentiality.

What we offer:

- Work-life balance – 37.5 hour work week including a hybrid of remote and in-office days, vacation, secondary leave, and an optional compressed day off program
- Health and wellness – comprehensive benefits, plus other wellness-focused programs and benefits
- Retirement benefits – including municipal pension plan
- Career development – ongoing learning, leadership development, and education development program

Apply by sending your **cover letter and resume in one document** quoting the competition number, to the Human Resources Department, City of New Westminster, 511 Royal Avenue, New Westminster, BC, V3L 1H9, by e-mail to hr@newwestcity.ca using the following format in the subject line: **LAST NAME First Name #22-84**. Please indicate in your cover letter, which position(s) you are interested in. This competition will remain open until the position is filled.

NOTE: An eligibility list may be established to fill future full-time, part-time, temporary, and/or auxiliary HRBP positions for the next six months.

To support a workforce that reflects the diversity of our community; women, Indigenous Peoples, racialized individuals, persons of diverse sexual orientation, gender identity or expression (LGBTQ2S+), persons with disabilities, and others who may contribute to diversity of our workforce, are encouraged to express their interest.

New Westminster is on the unceded and unsundered land of the Halq'eméylem-speaking peoples. It is acknowledged by the City that colonialism has made invisible their histories and connections to the land. We are learning and building relationships with the people whose lands we are on.

We thank all applicants for their interest and advise that only those selected for an interview will be contacted. This position is only open to those legally entitled to work in Canada.