

Director, Total Rewards, Payroll & HR Systems**Langara College**

Vancouver, BC

snəwəyət leləm Langara College is proud to be one of BC's leading undergraduate institutions providing programs and courses to more than 19,000 students annually. Guided by its shared values of collaboration, accountability, service, integrity, and excellence, Langara's vision is to be Canada's premier pathways college, strategically positioned to prepare students for an exciting future.

Reporting to the Vice-President, People and Culture, the Director, Total Rewards, Payroll and HR Systems, is responsible for HR systems, people data and reporting, payroll services, workforce planning, and total reward programs. As a senior member of the People and Culture ("P&C") leadership team, the incumbent provides leadership and guidance on strategic priorities, programs, and business processes undertaken by the department to support a culture that is focused on the employee experience and best practices. Collaborates with the Director, HR Services and Director, Organizational Development, and cross-functional colleagues in leading quality improvements in HR systems and programming that enables, supports, and engages employees.

The successful candidate will bring senior managerial experience leading HR systems implementation and/or sustainment utilizing a cloud-based ERP such as Workday, as well as leadership experience in implementing quality improvement, change management, and optimizing HR business processes. They will have considerable experience managing benefits and pension plans in a multi-union environment. Ideally, they will possess a Bachelor's degree in human resources, information technology or relevant field. Completion of a Graduate's degree in a related field would be advantageous. Chartered Professionals in Human Resources (CPHR) designation, Certified Payroll Manager (CPM) or Certified Employee Benefits Specialist (CEBS) certification would be an asset. They will bring excellent leadership skills including the ability to coach and mentor employees. They will have a superior ability to make sound decisions by exercising judgment, diplomacy, tact and discretion in a high-pressure, high-volume environment with changing and conflicting priorities, making decisions with the employees in mind. The successful candidate welcomes, generates, and implements new ideas and solutions that help to achieve and organization's strategic goals and energizes people around the vision and keeps the bigger picture in mind.

People and Culture is committed to embracing, honoring, and promoting diversity, equity, and inclusion in our workplace. Langara College remains dedicated to focusing their efforts on creating an inclusive employee community that fosters a sense of safety and belonging for everyone. They humbly acknowledge that they are just beginning their journey, which includes engaging in their own internal learning and creating a data-driven action plan that supports the integration of EDI practice into the work of People and Culture and the work they do with employees and leaders. Langara College welcomes applications from everyone including people from groups that are experiencing inequity including, but not limited to, Indigenous people, racialized people, people with disabilities, and members of the 2SLGBTQIA+ community. If there are any barriers that you are experiencing or an accommodation that they can provide to support you through the application process, please reach out to us at employment@langara.ca

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.