

VGH+ Head of Human Resources

JOB POSTING



VGH + You

The leading charity investing in health care innovation in BC

**VGH+
UBC** hospital
foundation

As Vancouver Coastal Health's primary philanthropic partner, VGH & UBC Hospital Foundation raises essential funds for VGH, UBC Hospital, Vancouver Coastal Health Research Institute, G.F. Strong Rehabilitation Centre and Vancouver Community Health Services. Donations fund groundbreaking research, world-class health care teams and life-saving treatments for the most complex cases across the province.

VISION

Healthier lives for healthier communities in BC.

MISSION

We create and inspire a community of donors to catalyze health care innovation in BC.

VALUES

Bold

We embrace courage, creativity and forward-thinking, and are catalysts for breakthroughs, positive change and innovation.

Integrity

We are steadfast in our commitment to honesty, trust, maximum impact and stewardship, and operate with purpose and transparency.

Community

We are committed to people and communities, fostering relationships, collaboration and partnerships.

OUR BENEFICIARIES

+Vancouver General Hospital +UBC Hospital +Vancouver Coastal Health Research Institute
+G.F. Strong Rehabilitation Centre +Vancouver Community Health Services

WHY VGH & UBC HOSPITAL FOUNDATION?



+FLEXIBLE WORKING HOURS

Enjoy flexible start and finish times, and compressed summer schedules.



+GENEROUS LEAVE

Benefit from 4 weeks of vacation, 5 personal leave days, and a '9-day fortnight' program.

+PENSION PLAN

Enroll in the Municipal Pension Plan for long-term financial security.



+COMPREHENSIVE BENEFITS

Access health, dental, and extended health benefits, life insurance + more.



+INCLUSIVE CULTURE

Join a diverse and inclusive workplace committed to equity and continuous improvement.



+DEVELOPMENT OPPORTUNITIES

Grow your career with our promotion from within policy and learning resources.





Head of Human Resources

The Role

The Head of HR provides strategic leadership for the Foundation's people strategy and organizational effectiveness initiatives. This role partners with the CEO and organizational leaders to ensure workforce capabilities, organizational structures, leadership practices, and people systems support the Foundation's strategic priorities and long-term success. This role leads the development and implementation of strategic people programs with a primary focus on compensation and benefits strategy, organizational design, workforce and succession planning, HR analytics and people insights, and the implementation and optimization of a Human Resources Information System (HRIS). The role is responsible for building organizational capability, supporting leadership effectiveness, and ensuring the organization has the talent, systems, and workforce practices required to achieve current and future objectives.

Key Responsibilities

- Develop and implement a comprehensive HR strategy aligned with the Foundation's strategic plan and priorities.
- Serve as a trusted advisor to the CEO and leadership team on workforce, organizational effectiveness, leadership, culture, and talent-related matters.
- Lead enterprise-wide people initiatives that improve organizational effectiveness, employee experience, and business performance.
- Develop and implement a comprehensive total rewards philosophy and strategy that supports attraction, engagement, retention, and organizational sustainability.
- Partner with Finance to ensure total rewards programs are financially sustainable and aligned with organizational objectives.
- Lead organization-wide workforce planning processes to ensure alignment between strategic priorities and workforce capacity.
- Create systems to identify high-potential employees and opportunities to strengthen organizational capability.
- Develop and lead the Foundation's people analytics strategy and reporting framework.
- Promote evidence-based decision-making through effective use of workforce analytics and people insights.
- Lead the selection, implementation, and ongoing optimization of the Foundation's Human Resources Information System.
- Lead initiatives that strengthen employee engagement, culture, leadership effectiveness, and organizational performance.

What You Offer

- Bachelor's degree in Human Resources, Business Administration, Organizational Development, Commerce, or a related field.
- Chartered Professional in Human Resources (CPHR) designation preferred.
- Minimum of 10-15 years of progressively senior Human Resources leadership experience.
- Demonstrated experience designing and implementing compensation and benefits programs.

- Experience leading organizational design, workforce planning, and succession planning initiatives.
- Experience implementing and optimizing Human Resources Information Systems (HRIS).
- Strong experience utilizing people analytics and workforce data to support organizational decision-making.
- Experience advising senior leaders, executives, and Boards on strategic people and organizational matters.
- Experience within the healthcare, non-profit, foundation, or public sector environment is considered an asset.
- Lead with courage, innovation, and strategic thinking, challenging the status quo and driving people and organizational practices that advance the Foundation's mission and future success.

What We Offer

The successful candidate can expect a starting salary between **\$135,600** and **\$169,500**, depending on factors such as skills, experience, and internal equity. Once hired, salary is reviewed annually, and successful employees have the opportunity for their salary to increase over time.

Additional variable pay (merit/bonus), defined benefit pension plan, extended health and dental benefits for you and your partner/children, flexible working arrangements, four weeks' paid vacation, investment in professional development and subsidized access to transit, fitness, cycling and parking facilities all contribute to a top-notch total rewards package.

To Apply

Please send your application to Human Resources via email at careers@vghfoundation.ca.

This role will remain open until filled with the right candidate.

We welcome applications from anyone who is eligible to work in BC. We encourage applications from Indigenous people, people with disabilities, BIPOC and racialized individuals, people of minority sexual orientation or gender identity, and others who may contribute to the Foundation's organizational diversity and who share the Foundation's values.