




INFORMATION

-  douglascollege.ca
-  @douglascollege
-  New Westminster, BC

EXPERIENCE

- Compensation systems
- Job Evaluation
- Market review and analysis
- Process evaluation
- Leading training on job

description writing

COMPETENCIES

- Client service
- Critical thinking
- Interpersonal communication
- Solutions focused
- Administrative acumen

TO APPLY

Letter of introduction &
resume via email to
Harbour West Consulting

ORGANIZATIONAL PROFILE

Located on the unceded traditional territories of the Coast Salish Peoples, Douglas College (the College) is the largest degree-granting college in British Columbia. Founded in 1970, Douglas is the largest degree-granting college in BC, educating some 17,000 credit students (including 4,500 international students) and 8,000 noncredit students every year. Students can choose from 12 four-year degree programs, dozens of two-year career programs and hundreds of academic courses that transfer to universities across the country. Over 950 experienced, teaching-focused faculty bring both academic rigour and real-world experience to the classroom. Another 850 staff and administrators work together to create an inspiring, supportive and respectful environment. The College's unique combination of an applied and academic focus is reflected in the motto, "Do what you love. Be good at it."

ABOUT THE ROLE

Reporting to the HR Manager, Advisory Services, the Compensation Specialist is accountable for and provides expertise in the development, implementation and administration of the College's compensation programs. The Compensation Specialist is a key advisor to internal teams on the interpretation and application of College compensation systems, policies, and procedures that inform guidelines and practices for salary administration. This position collaborates across the College to support an integrated compensation program that aligns with the College's strategic goals and organizational culture.

This is an exciting opportunity for a service focused compensation professional, who is committed to sector best practice and program delivery. The successful candidate will have a Bachelor's degree in a related discipline (e.g., Commerce or Business with a focus on Human Resource Management) with three (3) to five (5) years of experience in public sector, unionized setting. This role requires excellent critical thinking, communication skills, and interpersonal skills with experience navigating change, conflict, differing views and perspectives. An equivalent combination of education and experience will be considered.

The salary range for this position is The range is \$72,500 - \$106,300; typically, the College hires up to the Control Point (\$96,600) with flexibility depending on skills and experience of the preferred candidate.

CONTACT DETAILS

Douglas College is committed to fostering a diverse, inclusive and equitable learning and working environment. In support of this journey, we welcome all people to apply, including people from groups that are experiencing inequity, including, but not limited, to Indigenous Peoples, racialized or persons of colour, persons with mental or physical disabilities, persons who identify as women, and/or persons of marginalized sexual orientations, gender identities and expressions, and persons of all faith identities, age, marital status, and parental status

Should you be interested in learning more about this unique opportunity with Douglas College, please contact Harbour West Consulting at 604-998-4032 or forward your resumé, a letter of introduction and the names and contact information for three references, in confidence, to info@hwest.ca. We will respond to all who express interest.