



Director, Human Resources

Haisla Nation

haisla.ca

Posting Date

February 2025

Location

Kitamaat Village, BC

Salary Range (CAD)

\$110,000-\$128,000

Applications

info@hwest.ca

Organizational Profile

The Haisla Nation is the band government of the Haisla people. The Haisla, meaning “*dwellers downriver*”, have occupied their traditional territory since time immemorial. They believe in building a strong and thriving community with healthy and happy members and a sustained and prosperous environment. With about 2023+ people, approximately 700 are living in Kitamaat Village. For thousands of years, they have lived off the land and waters of their traditional territory and remains the focus of all they do. The Haisla Nation Council Strategic Plan, developed by the Haisla Nation Council and administration, illustrates the path to supporting the Haisla Nation and the Departments through economic prosperity, transparent governance and community development.

About the Role

Reporting to the Executive Director, Shared Services, the Director, Human Resources holds both strategic and operational responsibility for the Haisla Nation’s Human Resources department. This role ensures the development and implementation of effective, consistent, and legally compliant Human Resources policies and practices across the organization.

Aligned with the Haisla Nation’s mission, the Director will shape the department’s strategic direction. Key responsibilities include overseeing all HR functions such as labor relations, occupational health and safety, compensation and benefits, recruitment, training and development, performance management, employee engagement, policy development and compliance, succession planning, workplace culture, conflict resolution, and HR data analytics.

The Director fosters positive employee engagement by collaborating closely with internal teams and external partners. They also provide leadership, management, and supervision to the HR Generalist, Special Projects, and the Manager, Human Resources.

This is an incredible opportunity for a dynamic human resources professional who is passionate about strategic leadership, employee engagement, and fostering meaningful organizational growth within a values-driven environment. The preferred candidate will have a Master’s degree in a related field, with a minimum of five (5) of experience providing organizational leadership, particularly as it relates to human resources strategy and management. An equivalent combination of training and experience will be considered. Experience working for a band government or Indigenous organization is an asset. This position requires excellent communication, with the ability to work across teams to set goals, resolve issues, and support decision making.

The anticipated salary for this role is between \$110,000-\$128,000 (with opportunity for growth up to \$148,000 with success in the role).

Contact Details

Should you be interested in learning more about this unique opportunity with Haisla Nation, please contact Harbour West Consulting at 604-998-4032 or forward your resume, a letter of introduction and the names and contact information for three references, in confidence, to info@hwest.ca.

Diversity, Equity + Inclusion: Harbour West Consulting believes equity, diversity and inclusion are essential for the organizations we serve to achieve the business goals they strive for. We believe that everyone – no matter their gender, racialized identity, ethnicity, sexual orientation, age, ability, religion, political beliefs, family status, socioeconomic status, citizenship status, or Indigenous status – should have equitable access to jobs and opportunities. We strive to ensure the recruitment process unfolds in a fair, transparent, timely and open manner to include individuals previously underrepresented or discouraged from participating.

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Applications

Letter of introduction and resume via email to us at info@hwest.ca