



Vice President, People, Culture + Equity – YWCA BC

Organization Website	Posting Date	Location	Starting Salary (CAD)	Applications
ywcbc.org	April 2026	Vancouver, BC	\$146,671.10	info@hwest.ca

Organizational Profile

YWCA BC respectfully acknowledges that their central office and many of their programs are located on the traditional, ancestral and unceded territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish) and səliłwətał (Tsleil-Waututh) Nations, and that their work across BC spans the territories of more than 200 First Nations.

YWCA BC is a registered charity and non-profit committed to advancing gender equity through its programs, advocacy, and revenue-generating social enterprises across the province. Guided by the needs of local communities and those served, YWCA BC offers services and programs including housing, childcare, employment services, legal support, advocacy, and specialized violence prevention services.

About the Role

Reporting to the Chief Executive Officer, the Vice President, People, Culture + Equity holds enterprise-wide responsibility for human resources, organizational development, equity and inclusion, labour relations, occupational health and safety, volunteer services, and people-related systems. The role shapes and advances the organization's culture, ensuring people strategies are integrated, future-focused, and aligned with YWCA BC's mission and vision. This role builds on a strong reputation and forward-thinking culture to support the organization's continued evolution and impact. The Vice President, People, Culture + Equity plays a vital role in shaping people systems and the employee experience in alignment with YWCA BC's feminist values, Truth and Reconciliation commitments, and strategic priorities.

This is an incredible opportunity for a values-driven, people and organizational leader with deep experience at the senior or executive level and a demonstrated commitment to equity, justice, and feminist leadership. The successful candidate brings 10 years of progressive leadership experience across people, culture, and HR functions, with a proven ability to lead organization-wide strategies through an equity-centred, anti-oppressive, and trauma-informed lens. The preferred candidate offers a strategic vision alongside operational credibility, with deep knowledge of employment legislation, human rights law, governance, and compliance. The candidate is effective in mission-driven environments and has a strong track record of leading organizational change. Experience in the non-profit, public, or social purpose sector is preferred, in combination with formal education and relevant professional designations. A combination of education and experience is welcomed and will be considered.

The starting salary for this position is \$146,671.10 with an opportunity to grow into the role up to \$167,335.41, supplemented by a total compensation and benefits package working within a hybrid work model.

Contact Details

Should you be interested in learning more about this unique opportunity with YWCA BC, 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 + Accessibility: Harbour West Consulting believe equity, diversity, inclusion, and accessibility 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 our services, jobs, and opportunities. We strive to ensure processes unfold in a fair, transparent, timely, and open manner to include individuals previously underrepresented or discouraged from participating.