



Director, People + Culture - Vancouver Foundation

Organization Website	Posting Date	Location	Salary Range (CAD)	Applications
vancouverfoundation.ca	July 2026	Vancouver, BC	\$130,500	info@hwest.ca

Organizational Profile

Vancouver Foundation works on the lands of Indigenous nations throughout colonial British Columbia. Our office is on the unceded, ancestral, and traditional territory of the x̱w̱məθḵw̱əy̱əm (Musqueam), Sḵw̱x̱w̱ú7mesh (Squamish), and Seḻiḻw̱iṯuḻh (Tsleil-Waututh) peoples. Vancouver Foundation is a community foundation that serves Vancouver and all of BC. Vancouver Foundation brings together the generosity of donors with the ideas and energy of people and communities across the province.

About the Role

Reporting to the CEO/President, the Director leads a multi-disciplinary People + Culture team and collaborates closely with the Executive Team, senior leaders, and the HR + Governance Committee of the Board. The Director also oversees compensation, payroll, benefits, and learning functions, and supports initiatives that strengthen organizational cohesion, staff experience, and cross-department alignment. The Director provides strategic and operational leadership across Vancouver Foundation's people-focused functions, ensuring HR practices, policies, and programs support an inclusive, equitable, and high-performing organizational culture. The role oversees all aspects of human resources, including recruitment, payroll, compensation, employee relations, organizational development, and JEDI integration, and guides the development of people-centred strategies that strengthen engagement, belonging, and alignment with Vancouver Foundation's mission and values. This position strengthens organizational effectiveness by building and sustaining people-centred systems, fostering an inclusive and psychologically safe culture, and ensuring People + Culture practices reflect the Foundation's commitment to equity, integrity, and organizational wellbeing.

This is an excellent opportunity for an experienced and values-driven human resources leader with deep expertise across all facets of people strategy, organizational development, and equity-informed practice. The successful candidate will bring a proven track record of providing strategic advice and guidance on people practices, contributing to organizational culture, and enhancing organizational effectiveness and service delivery. Minimum of seven years of progressive human resources leadership experience, ideally in a complex, mission-driven organization, and a professionally recognized HR designation are preferred. They will build trusted relationships across all levels of the organization, support teams through change with steadiness and clarity. Exposure to the nonprofit, philanthropic, or social impact sector is considered an asset.

The salary for this position is \$130,500 annually. In addition, this opportunity is supplemented by a total compensation and benefits package. The role operates within a hybrid work model. Team planning sessions and key meetings are held in person, with otherwise flexible office attendance.

Contact Details

Contact Details Should you be interested in learning more about this unique opportunity with Vancouver Foundation, 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 + Vancouver Foundation 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.