Invites applications for the following position(s):

COMPETITION NUMBER: 259

Administrative and Professional Staff Excluded Position (APEX)
Continuing Position
DIRECTOR, COMPENSATION SERVICES
HUMAN RESOURCES
POSITION NUMBER: 7508

POSITION OUTLINE:
The incumbent works with senior management in the development of effective organization design and organization structures to meet the current, emerging and future needs of the University, faculties, academic or administrative departments, schools or work units. The work requires extensive collaborative activities to ensure that the priorities of the organizational unit are met but at the same time are consistent to the University-wide organization structure and compensation models. The incumbent is responsible for the management of the compensation and job evaluation processes related to administrative and professional and unionized positions. Working collaboratively, the incumbent has responsibility for the development and implementation of effective processes and compensation models for professional, managerial and unionized staff.

QUALIFICATIONS:
- Master’s degree in a related field (e.g., Human Resources, Organization Development, Leadership, Business Administration, etc.) and ten years of directly related experience, including three years of corporate level experience in the design, development, and management of total compensation systems, or an equivalent combination of education, training and experience.
- Excellent project management, strategic planning and organizational development skills.
- Excellent communication (oral, written, and presentation) and interpersonal skills.
- Excellent research, analytical reasoning, problem-solving, organizational, and conflict management skills.
- Excellent supervisory, leadership and coaching skills.
- Skilled in the design of custom salary surveys.
- Skilled in the use of enterprise level human resources information systems and standard office applications.
- Skilled in the design and facilitative development of web based strategies and tools.

SALARY RANGE: $105,889 - $124,066 per annum
START DATE: ASAP

A detailed resume and cover letter quoting Competition #259 must be received in our office by 4:30 pm on May 2, 2018, addressed to the attention of Deborah Walker, Human Resources Advisor. Please follow the application instructions at: http://www.sfu.ca/hr/prospective_employees/HowToApply.html.

We thank all applicants for their interest; however, only those selected for interviews will be contacted.

The University is committed to the principle of equity in employment. A more detailed job description may be obtained at www.sfu.ca/jobpostings.