



December 10, 2021

## DIRECTOR, HUMAN RESOURCES

Campbell River School District is searching for a dynamic strategic leader to join the senior leadership team. The successful incumbent oversees a team of HR professionals dedicated to providing quality service to all departments and schools; and grounded in the district's mission to improve learner success.

Reporting to the Superintendent of Schools, the Director of Human Resources is responsible for developing and sustaining human resource and labour relations activities that support employee culture and engagement. The Director will need to be a thoughtful contributor to the school district's organizational strategy and visioning.

Campbell River is a scenic, oceanfront community framed by extensive waterfront, west coast forests, and snow-capped mountains. The area is renowned for its natural beauty and recreational opportunities such as skiing, kayaking, fishing, mountain biking, hiking, golf, and endless opportunities to experience nature. The moderate climate allows residents to participate in numerous outdoor activities on a year-round basis.

School District 72 (Campbell River) is located on the east coast of central Vancouver Island, extending north to Sayward and south to Oyster River. The District also includes the outer islands of Read, Cortes, and Quadra. The District serves over 5,500 students in 18 schools with a diverse range of programs that are progressive and responsive to the educational needs and interests of students.

The Campbell River School District proudly developed a list that prioritized the following:

1. Improve Student Achievement
2. Build a culture of learning and wellness
3. Honour Indigenous world views and perspectives

School District 72 operates on the territories of the *Laichwiltach*, *Klahoose* and *K'omoks* First Nations and we honour these relationships. We also respect and value the relationships with the *Homalco* First Nations, all other First Nations, *Métis*, and *Inuit* peoples who reside in these territories. This land has always been a place of learning and we are thankful to live, work, learn, and play here. It is with respectful consideration that the programs and services provided to students and staff acknowledge their histories, cultural contributions, and contemporary concerns. The Director of Human Resources must demonstrate a commitment to equity, diversity, and inclusion, with an emphasis on in depth understanding of Indigenous ways of knowing and being.

You will be required to work closely with the leads of various departments and schools throughout the district and have contact with the Board of Education. In addition to ensuring "best practices" day-to-day, you will also take responsibility for the strategic direction of the department by directing the departmental planning, operations, and programs in supporting the Board of Education's goals.

Your strong background in Human Resources and Labour Relations in a unionized environment will equip you to manage within the district. A minimum of 10 years' experience at a senior management level, coupled with a relevant post secondary degree and extensive knowledge of human resources and labour relations is essential. Previous experience in the K-12 sector is considered a strong asset, as is a CPHR designation. Your proven track record of building relationships will allow you to partner with a variety of internal and external stakeholders and partner groups. Transparent communication and inclusive decision making are the hallmarks of your leadership style, as is an ability to effectively respond and manage changing conditions and emerging issues.

You are an energetic and inclusive leader with a passion for advancing the organization through proven and innovative human resources practices. Above all, you are committed to the people of our district – you have a strong understanding of how employee wellness and professional growth contribute to a positive and constructive culture. An open and respectful leader, you empower others and provide them with opportunities to excel.

This senior position within the School District will have a competitive salary, pension, and benefit package. The start date for this position is to commence at a mutually agreeable time. The district is hopeful for a transition period between existing leadership and the successful candidate.

Interested candidates are invited to submit their application, complete with a cover letter, curriculum vitae, proof of degree(s), professional certifications, a statement of personal philosophy where it relates to this position, and a list of three professional references, with permission to contact each in confidence. One must be your current supervisor.

This position will remain open until a suitable candidate has been identified. Applications received prior to 12 p.m. on Thursday, January 20, 2022, will be given priority consideration. Questions about this position can be addressed to Jim Cambridge: [jim.cambridge@sd72.bc.ca](mailto:jim.cambridge@sd72.bc.ca).

**Please apply via the Make a Future site at: <https://bit.ly/3ISEyh2>**

Interested applicants must apply via email to [hadministration@sd72.bc.ca](mailto:hadministration@sd72.bc.ca), referencing **Director, Human Resources**, with cover letter and application package addressed to:

**Dr. Jeremy Morrow, Superintendent of Schools  
School District 72  
425 Pinecrest Road, Campbell River BC, V9W 3P2**