



School District No. 43 Coquitlam

Executive Director of Human Resources

This position is being advertised internally and externally



Coquitlam School District No. 43 invites applications for the position Executive Director of Human Resources from individuals ready to provide visionary and skilled leadership to the Human Resources Department and District, supporting the implementation of Directions 2030, the District's strategic plan.

As the third largest school district in B.C. with approximately 4,400 employees and 34,500 students in 70+ schools, we serve the communities of Coquitlam, Port Coquitlam, Port Moody, and the villages of Anmore and Belcarra. Our school district values a coordinated, collaborative approach to working with our students, parents, community partners, the public, and employee groups. As one of Canada's Best Employers for Company Culture (Forbes, 2025), School District 43 (Coquitlam) values diversity in the workplace and strives to honour each person's unique lived experiences. We welcome and encourage applications from candidates with varied backgrounds, cultures, races, abilities, and intersectionality.

Reporting to the Superintendent/CEO, the successful candidate will be an integral member of the District Leadership Team and able to work cohesively with a team. They will leverage their strong sense of integrity and excellent interpersonal skills to foster relationships with both union and management leaders and to provide leadership to the staff of the District and guidance to the Superintendent.

A strategic thinker with demonstrated evidence of ethical decision-making and the ability to lead in a culture of change, collaboration and diversity, the individual will be committed to leading the development and execution of fiscally responsible District-wide Human Resources strategies in the areas of recruitment, retention and talent management; labour relations; workforce analytics; compensation and benefits; wellness and disability management; occupational health and safety; and leadership and career management. The successful candidate will also demonstrate a strong commitment to promoting a positive, inclusive, diverse, and respectful organizational culture. For a complete job description, click [here](#).

The annual salary range for this position is \$186,071-\$206,746 and is complemented with a generous benefits package including Municipal Pension Plan. The successful applicant will be required to successfully complete two criminal record checks. There will be two interviews, tentatively scheduled for May 28 and June 2, 2026.

Your application must include your resume, proof of degree, and three reference contacts (including email). One of your references must be from your current supervisor.

To apply, please click on the following link: [Make A Future](#)

Applications must be received no later than May 1, 2026, at 4:00 p.m.

The District appreciates the interest expressed by all applicants, but only those selected for an interview will be contacted.

"The deliberations of employees, and Committees used to screen and consider job applications, shall be kept in strict confidence, and shall not be disclosed to any person except as required by law. Personal references, recommendations and evaluations collected or generated by Board employees and Committee members as part of the Board's hiring processes (other than references whose authorship and content is already known to the job applicant) shall be treated as having been supplied in confidence to the Board for the purposes of the Freedom of Information and Protection of Privacy Act."