

Job Posting: Director, Talent Development

Competition Number:	AD-21014-HR
Type:	Internal & External – Indeterminate, Full Time
Hours of Work:	Monday to Friday from 8:30 am to 5:00 pm
Compensation	\$82,500 - \$97,500, depending on education and experience. Atira offers a competitive leave and benefits package after an initial disqualification period.
Program & Location:	Vancouver Downtown Eastside & Remote
Deadline:	Open Until Filled

About Us:

Atira Women's Resource Society, an award-winning nonprofit organization known for its inclusionary hiring practices and where a job is more than a pay cheque. We offer the opportunity to work alongside a remarkable group of women working to make the world a more just place, one woman, one child, one home, one job at a time.

About the Job:

This role is equally as strategic as it is hands-on with both execution and production required. **Reporting to the Executive Director, Human Resources at Atira**, the Director, Talent Development will have the unique opportunity to lead professional development and workplace culture development for three women-serving agencies including Atira, the Downtown Eastside Women's Centre and WISH. This work will include, but not be limited to, partnering with senior leadership and human resources staff on the long-term talent development goals of all three organizations; building and implementing training and promotion processes; assessing and analyzing employee experiences and feedback; operationalizing anti-racism and equity in all training, helping guide employees' career paths, maintaining clear policies and keeping workers engaged when they're not promoted; and building and modeling robust and transparent internal communication norms by developing platforms for both training and staff feedback

About You:

You have an inclusive/intersectional feminist analysis of violence against women and powerful alignment with Atira's mission, vision, values and philosophy. You approach your work and live your life from a decolonizing, women centred and social justice perspective. You thrive on a passion for standards and the promotion of continuous talent development. You are a team player who strives for excellence but loves to have a good laugh, is able to think fast, be critical, and make sound decisions without agonizing, all while working in an incredibly dynamic and fast-paced environment.

You have a Bachelor of Arts degree with a specialization in human resources or related field with seven or more years of experience in a similar role (e.g. talent development, evaluation, leadership support). You have proven experience in designing, managing and measuring human resource strategies, including supporting strong execution and change management. A Master's degree (e.g. MSc, MBA or LLM with a Human Resource-related Specialization, or an M.Ed) with minimum five years related experience will ensure your application is reviewed. Applicants with the equivalent combination of education and experience will be equally considered.

Additional Requisites/Assets:

- Lived expertise is an asset, as is living in the community in which you work.
- Atira strives to hire staff who reflect the women we serve.
- Fluency in a language(s) other than English is an asset.
- You must have legal authorization to work in Canada.
- All positions are subject to a criminal records review.

Resumes from qualified First Nations, Métis and or Inuit women are encouraged, as are resumes from Black women, women of colour, trans women, women who are disabled and women from other equity seeking groups. Fluency in a language(s) other than English is an asset.

Application Process:

Applications should be emailed to jobs@atira.bc.ca Please quote the Competition Number in your email subject line and provide a cover letter with a current resume describing how you meet or exceed the above-noted qualifications. **Resumes with a Cover Letter unique to Atira are guaranteed a review.** Candidates who lack the experience and qualifications set out in the posting will not be considered, although an exceptional cover letter and transferable skills may overcome lack of experience for some positions. Please go to www.atira.bc.ca/careers for a current list of postings.