
Deputy Minister, Human Resource Secretariat, Executive Council

- Dynamic Leadership, Excellence and People First -

The Government of Newfoundland and Labrador governs the most easterly province of Canada with a population of approximately 530,000 and is proud to present as the largest employer in the province with 7,600 core employees and 40,000 public sector employees. The Human Resource Secretariat (HRS) of the Government of Newfoundland and Labrador is an integral team player in the leadership and management of a broad range of strategic and operational services to attract and establish a competent professional and highly skilled workforce.

We believe and are passionate in our desire to give back and grow our province and serve its people. Your career here will be filled with interesting challenges and the opportunity to make a real difference for employees and their families, and the communities within our great province.

The next **Deputy Minister of the HRS** will jointly report to the Minister of Finance and the Clerk of the Executive Council. In this influential role, you will lead the creation of the overall vision and strategic direction of the HRS. As well, you will provide leadership, advice and support on effective human resource management policy and program development to the Government of Newfoundland and Labrador's 7,600 core employee group. Your passionate, innovative, pragmatic and evidence based human resource solutions approach will allow better decisions to be made for the people of Newfoundland and Labrador.

As the ideal candidate, you bring dynamic leadership experience and understanding of the broad range of human resource functions from a similarly large, complex, unionized environment. You are conversant in contemporary human resource practices and trends and have led the introduction of new policies, systems and processes to support recruitment, engagement, development and performance of talent. You have experience and/or are familiar with collective bargaining, interest and rights arbitrations and have the ability to administer and interpret contract language. You are a valued advisor and are able to successfully build cooperative relationships with internal and external stakeholders from a variety of backgrounds and areas and have a deep understanding and commitment to equity, diversity, inclusion and occupational safety and wellness. You are a skilled mentor, coach and facilitator whose demeanor and attitude earn the respect and set the tone for those around you. You have a creative and innovative approach to your thinking and style, along with effective analytical and negotiation skills. You have a vast understanding of the demographics and geography of the province and the challenges of program and service delivery as well as superb communication skills.

If you're interested in this opportunity to impact the lives of public sector employees in all departments and crown agencies, boards and commissions, which in turn impact the lives of all citizens of the province, contact Beverley Evans or Shauna Quinlan at 1-866-822-6022, or submit your application online at: www.kbrs.ca/Careers/12345.