

CAREER POSTING

POSITION:	Compensation & Classification Advisor
STATUS:	Full-Time
CLOSING DATE:	Open until filled

Are you interested in:

- Increasing your knowledge and expertise in the area of compensation & classification services?
- Supporting health care employers in the provision of a sector wide compensation philosophy for management and excluded staff?
- Collaborating with industry representatives on a variety of classification matters and healthcare jobs - those jobs that contribute to the effective delivery of healthcare in BC?

Make the Health Employers Association of British Columbia (HEABC) your career destination. HEABC is a knowledge organization that stimulates innovation in BC health human resources and contributes to the sustainability of the health care system. Our mission, vision and values, combined with our strategic initiatives are what make HEABC a leader in strategic human resources in health care. We value integrity, respect, leadership, courage, excellence and teamwork. Join our highly talented team in a culture of learning, innovation and visionary thinking.

HEABC takes a provincial leadership role in human resources and labour relations issues management for more than 230 publicly funded health care employers. HEABC is responsible for negotiating five major provincial agreements covering more than 115,000 unionized health care employees covering nurses, health science professionals, physician residents, and support workers in both facilities and community settings.

For more information, visit www.heabc.bc.ca.

OPPORTUNITY:

As a Compensation & Classification Advisor you will establish and maintain effective working relationships with internal and external partners to provide collaborative and effective solutions to compensation and classification issues related to healthcare employees. You will provide timely job evaluation and classification services for both unionized and excluded jobs, provide advice and guidance to clients on related issues, participate in industry committees and a variety of projects and initiatives. Work involves client-focused, creative, analytical and problem-solving skills to support members in achieving their business objectives.

You have a bachelors' degree in human resources or a related field supplemented by a minimum of three (3) years recent related experience in compensation and/or classification services preferably in a healthcare environment or an equivalent combination of education and experience. You are a problem-solver with excellent communication skills, who can analyze information, make sound judgments and build effective working relationships.

Along with a competitive salary, HEABC offers generous vacation, health, and pension plan benefits.

HOW TO APPLY:

If you're looking for a fulfilling and challenging career within a dynamic organization, please submit a cover letter and resume outlining your experience to:

HEABC, Human Resources
300 – 2889 East 12th Avenue
Vancouver, BC V5M 4T5
Email: [careers @heabc.bc.ca](mailto:careers@heabc.bc.ca)
Fax 604.736.2715

We wish to thank all applications for their interest and effort in applying; however, only those candidates selected for an interview will be contacted.