

The City of Brampton is the ninth largest city in Canada and the fourth largest in Ontario. It has been identified as a designated growth centre; with an existing diverse population of over 530,000 residents and is estimated to be over 800,000 by 2031. Brampton is expected to lead economic growth in Peel over the next two decades, attracting the bulk of employment forecasted in the region. The Brampton economy, home to over 8,500 businesses, has been projected to attract approximately 120,000 net new jobs by 2031, for an estimated total of 290,000 people working in Brampton-based businesses.

Brampton has evolved from a small town into a major urban entity on the national stage. As growth continues, the City will strive to maintain and improve its high standards of service and respond to challenges and opportunities such as growth management, infrastructure maintenance and environmental stewardship. Brampton prides itself on its inclusive approach, a focus on organizational health and serving a diverse community.

Due to recent changes in City's organization and its need to respond to the growth demands, the City is recruiting for a number of key leadership roles.

Your Opportunity to Make a Difference

As the **Manager, Compensation & Benefits** you are an experienced compensation and benefits leader who is guided by strong values and ethics to provide advice and compensation and benefits services related to developing and managing a total rewards strategy and structure. You are committed to building collaborative relationships with stakeholders, partners and staff at all levels in order to move forward our new strategic plan while ensuring that we continue to provide exceptional service to our diverse community.

Under the direction of the Executive Director, Human Resources, you will be responsible for the overall strategic management, direction, and operation of the Compensation and Benefits Department. Key functions include: developing a total rewards strategy; implementing programs to drive the strategy including oversight of the job evaluation framework and processes, managing comparative total rewards data, managing compensation/benefits providers, providing professional advice regarding total rewards policy, legislative/collective agreement interpretation, attending executive leadership and council meetings as required and preparing reports and presentations on key issues.

KEY QUALIFICATIONS

- **Education:** Post Secondary degree or diploma in Human Resources Management, Business Administration and/or a related field and/or the equivalent background and experience in compensation, rewards and benefits.
- **Compensation & Benefits Experience and Knowledge:** Demonstrated leadership success in compensation, rewards and benefits management and human resources management and in areas including: providing policy and services in compensation, benefits (health, dental, life, AD & D, EAP), pension, job design and evaluation, pay equity, recognition and rewards and ensuring legislative compliance. Demonstrated experience working in a large, unionized environment. Working knowledge of relevant employment law and human resources theory and practice.
- **Leadership:** Demonstrated leadership experience managing a team of professionals. Strong leadership skills, including the ability to direct, motivate, evaluate, and recognize staff; proven ability to share skills and knowledge with others; experience in strategic planning an asset.
- **Critical / Strategic Thinking:** Ability to think and act strategically in a public sector environment, including the ability to conceptualize and anticipate future trends that may impact on total compensation, rewards and benefits strategies of the organization.
- **Relationship Management:** Ability to establish and maintain effective working relationships with clients and with a range of other stakeholders at all levels.
- **Client Service:** Ability to identify, understand, and meet/exceed the requirements of diverse internal and external customers; excellent problem-solving, decision-making and time management skills.
- **Communications:** Excellent written and oral communication and presentations skills to respond effectively to internal and external inquiries.

To explore this opportunity please apply online via email by **November 14th, 2015** to careers@waterhousesearch.ca quoting project **COB-MCAB** in the email subject line. Should you wish to speak to our Executive Recruiter please contact Jon Stungevicius at 416-214-9233 or via email at jon@waterhousesearch.ca.