

Looking for a career with purpose and passion?

Executive Director, Personnel Policy Secretariat

Ministry of Finance
Regina, SK

The **Personnel Policy Secretariat** in the Saskatchewan Ministry of Finance provides strategic support and advice to the Cabinet Committee on Public Sector Bargaining, client employers and government ministries on public sector collective bargaining, compensation and general human resource policy initiatives. The Ministry of Finance is seeking an experienced labour relations professional and highly-skilled leader to assume the role of **Executive Director of the Personnel Policy Secretariat**. This position is located in Regina, Saskatchewan.

As a senior leader providing advice directly to a Cabinet Committee and Deputy Ministers/Presidents, our candidate of choice will possess superior labour relations, bargaining and compensation expertise coupled with demonstrated leadership, problem solving, and negotiation and collaboration skills. The ability to 'see and achieve a solution' is an imperative to success. Your strategic, organizational, and analytical and skills will help ensure broad coordination of public sector compensation, collective bargaining and human resource policy issues.

You will have superior organizational, analytical and conceptual skills to identify and address key issues and develop broad strategies to effectively ensure broad coordination of public sector compensation, collective bargaining and human resource policy issues. You will collaborate with senior management from a diverse range of public sector employers and provide final recommendations, analysis and direct advice to the Deputy Minister of Finance, Treasury Board and Crown Investments Corporation.

As a member of the Ministry of Finance's Senior Leadership Team, you will:

- Ensure Cabinet decisions are implemented by public sector employers, inclusive of third party agencies and Treasury Board Agencies, Boards and Commissions;
- Provide informed advice, guidance and recommendations to senior level officials on collective bargaining strategy and compensation issues;
- Articulate strategic direction, build consensus and link current operations to future direction;
- Liaise with senior officials and coordinate inter-jurisdictional research, policy and impact discussions; and
- Provide leadership, direction and supervision to Personnel Policy Secretariat staff.

You will have expertise in labour relations (including labour law), compensation and pay equity, collective bargaining mandates and dispute resolution processes. You will have excellent negotiation and interpersonal skills and the ability to work effectively in a small team and across a diverse range of stakeholders.

The skills required for this position are typically acquired through extensive collective bargaining experience, preferably in the public sector, aided by work in policy development in the areas of human resource management, labour relations and compensation and supported by a related university degree(s) in Public/Business Administration, Law or a related discipline, supplemented with several years progressively responsible related experience.

Closing Date: February 23, 2021

Competition Number: EXE001111

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