



Manager, Compensation

This is a unique opportunity to contribute to a high-impact provincial initiative that supports fair, equitable, and consistent compensation practices across school districts. You will be part of a collaborative team working to drive meaningful change and strengthen job evaluation and compensation frameworks at a system-wide level.

For this newly created position, the BC Public School Employers' Association is seeking an experienced and collaborative professional to provide leadership, subject-matter expertise, and operation oversight in support of a provincial joint job evaluation initiative and related compensation program. Reporting to the Director, Compensation, the Manager, Compensation ensures consistent, compliant and defensible compensation and classification outcomes across the K-12 public education sector.

The Manager, Compensation position operates within a complex, unionized public-sector environment and supports partner engagement, governance requirements, and the effective delivery of compensation services.

The main responsibilities of the job are:

- Providing strategic compensation advice and recommendations to support organizational and sector-wide decision-making.
- Providing expert advice and guidance to school districts on a broad range of compensation matters, including job evaluation, classification, organizational design, and workforce structure considerations.
- Building and maintaining effective working relationships with school districts, unions, and internal partners, demonstrating confidentiality, sound judgment, and diplomacy.
- Serving as a subject matter expert to support collective bargaining and collective agreement administration pertaining to compensation, job evaluation, and total rewards.
- Interpreting and applying compensation policies, frameworks, and standards to ensure consistent application and compliance across school districts.
- Managing ongoing salary administration activities, including market reviews and compensation benchmarking and salary increase processes ensuring consistency and policy compliance.
- Leading and supporting ongoing job evaluations and reviews to ensure appropriate job classification and compensation alignment.
- Coordinating and supporting Executive Compensation Disclosure (ECD) reporting requirements, and providing LIGER-related guidance and issue resolution for school districts.

- Supporting interpretation and application of support staff collective agreements and exempt staff compensation provisions related to job evaluation and classification.
- Conducting compensation and classification analysis to identify trends, issues and risks; preparing briefing materials and recommendations.
- Providing leadership and oversight for operational components of the provincial joint job evaluation project, in alignment with approved methodologies and governance decisions.
- Managing job evaluation activities, ensuring consistent and equitable application of evaluation standards across participating districts.
- Reviewing and validating job evaluation analyses, recommendations, and documentation prior to approval.
- Assisting in managing job evaluation disputes, escalations and appeal processes, as required.
- Contributing to the development of tools, guidance materials, communications, and training related to the joint job evaluation initiative.
- Conducting job evaluations through systematic analysis of job descriptions, questionnaires, and related documentation using approved evaluation tools.
- Supporting and participating in broader compensation initiatives, projects and team activities as assigned.

Education and experience

The Manager, Compensation possesses a Bachelor's degree in Business Administration, Commerce, Human Resources, or a related field. They have five or more years of progressively responsible experience in compensation and/or job evaluation within a public-sector unionized environment, and two or more years of labour relations experience. Experience leading or supporting large-scale, multi-employer job evaluation or compensation initiatives is an asset. Certified Compensation Professional (CCP) or related designation is also an asset.

The ideal candidate will bring:

- Advanced knowledge of compensation and job evaluation principles and practices.
- Knowledge of collective bargaining environments and public-sector compensation governance.
- Knowledge of relevant employment and labour legislation.
- Strong leadership and project management skills.
- Excellent analytical, research, and problem-solving abilities.
- High proficiency in Microsoft Excel for data analysis and reporting.
- Highly developed written and verbal communication skills.
- Ability to plan strategically while managing complex operational work.
- Strong partner management skills with a commitment to high-quality service delivery.

Competitive Compensation and Benefits

The normal hiring range for this position is \$111,256 - \$121,073. We offer 13 statutory holidays, a competitive benefits package, including extended health and dental with immediate coverage upon starting, and a \$2,000 annual wellness allowance, as well as pension with the

Municipal Pension Plan. In determining salary, BCPSEA considers many factors, including the candidate's competencies, skills and experience, as well as internal equity.

Hybrid Structure

We offer a hybrid work schedule with the option for remote work for the majority of the work week. There will be times when in-person work is required.

Training

We offer staff regular training and support professional development opportunities. As part of our ongoing commitment to foster a safe and inclusive workplace, all staff will be provided with: Reconciliation; Diversity, Equity, and Inclusion; and Respect in the Workplace training as part of their onboarding with us.

Reconciliation

The BCPSEA office is located at 300 – 2889 East 12th Avenue in Vancouver on the traditional and unceded territory of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səliłwətał (Tsleil-Waututh) peoples. Our work spans across the Province of BC, which is home to thousands of First Nations, Inuit, and Métis peoples across British Columbia, each with unique traditions, history, and culture. We are committed to Reconciliation and to strong Indigenous partnerships and relationships.

Inclusivity

We are an inclusive and accessible employer. Reconciliation, and Equity, Diversity, and Inclusion are embedded in our [organizational goals](#). We encourage applications from all qualified individuals, including Indigenous, Black, people of colour, all genders, 2SLGBTQIA+, and persons with disabilities.

Accommodations are available for interviews and in the workplace. If selected for an interview, we will provide you with information on how to request accommodations.

Who are we?

BC Public School Employers' Association provides trusted sectoral leadership in collective, bargaining, labour relations, and human resources within BC's public education school sector. Through our services, support, advice, and professional learning offerings we work together with school districts, government, and our partners to ensure the success of the public education system.

How to apply

We invite qualified individuals to apply online at <https://buff.ly/dET34ng> with a cover letter and résumé by Wednesday, July 8, 2026. For questions about this role, please email Elsa Plican, Executive Director, Employee Relations & Sector Services at elsap@bcpsea.bc.ca.