

Commissioner, Public Service Commission

Public Service Excellence through Merit, Fairness and Respect

Are you interested in making a difference in the lives of Newfoundlanders and Labradorians? Does the challenge of finding the best possible outcome while upholding the values of fairness, equity and transparency motivate you? Are you ready to unleash the true potential of the public service and its employees? If the answers are all a definite yes, then we would love to hear from you!

The Government of Newfoundland and Labrador governs the most easterly province in Canada with a population of approximately half a million and is proud to present as the largest employer in the province with 7,600 core employees and 40,000 public sector employees. We are passionate in our desire to give back, grow our province and serve its people.

The Independent Appointment Commission is leading the search for the next Commissioner for the Public Service Commission (PSC). The PSC is an arms-length organization that exists to protect the Government of Newfoundland and Labrador's commitment to a politically neutral, professional and permanent public service. The PSC is unique in its commitment to, and responsibility for, policy and oversight of merit-based appointments and promotions within the Public Service of Newfoundland and Labrador by ensuring that the merit principle guides the appointment and promotion to permanent positions within the public service. The PSC offers a range of programs and services dedicated to supporting departments and individuals in achieving workplace health and productivity through the Employee Assistance Program, the Respectful Workplace Program, the Appeals processes and interpretation and application of the Conflict of Interest Act. The PSC provides support to the Independent Appointments Commission and also issues merit-based recommendations to approximately 130 agencies, boards and commissions.

In this influential role as the next Commissioner, you will be part of a team that leads the overall vision and strategic direction of the Public Service Commission. Through your leadership, you will impact the PSC in a positive and professional way. You will provide advice on effective organization and administrative change, and adoption of innovative policies and practices while upholding the principles of fairness and impartiality that the Commission is legislated to protect. By taking bold action and providing sound advice and support on effective human resources management policies, you will help achieve the true potential of the government's present and future employees. Your passionate and pragmatic approach to human resources solutions will allow better decisions to be made for the people of Newfoundland and Labrador.

As the ideal candidate, you are a dynamic leader with superb communication skills to achieve the objectives of the PSC. Your well-rounded background will be supplemented with an undergraduate or graduate degree, and several years of successful senior leadership and management experience. A combination of equivalent education, job-related training and experience in a related position will also be considered. You are a professional and collaborative leader who fosters and promotes a culture of fairness, impartiality, and accountability. You are conversant in contemporary human resource practices and trends as well as understand policies, systems and processes that support recruitment and retention of talent. You are a valued advisor and can successfully build cooperative relationships with internal and external stakeholders from a variety of backgrounds and areas. You have a deep understanding and commitment to equity, diversity, and inclusion. You bring exceptional facilitation and public



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speaking skills and are known as an individual of integrity with strong personal and professional credibility. You are a skilled mentor and coach whose demeanor and attitude earn the respect and set the tone for those around you. You have a vast understanding of the unique demographics and geography of the province, as well as the challenges of program and service delivery.

If you are interested in this opportunity to transform the Public Service Commission and impact the lives of public sector employees, contact Sandra McIsaac at smcisaac@kbrs.ca or by telephone at 1.866.822.6022 or Beverley Evans, or submit your application online at: <https://kbrs.ca/Career/13463>