

Creating a safe, welcoming, inclusive community where all can belong and grow.

The Immigrant Services Association of Nova Scotia (ISANS) helps immigrants build a future in Nova Scotia. With over 40 years of experience, it is the leading immigrant settlement service agency in Atlantic Canada, serving over 17,000 clients annually from 200 countries of origin in communities across Nova Scotia, with over 420 full-time and part-time staff, 300+ volunteers, and 98 interpreters. It delivers innovative and effective programs and services in the sector, fosters organizational partnerships, and applies a diversity and inclusion lens in all its activities. As the front door to many immigrants, ISANS seeks to create a safe, welcoming, inclusive community where all can belong and grow, building a stronger Nova Scotia and Canada.

ISANS reflects the diversity of its community, with varied languages, experiences, and unique perspectives that inform its client-centered pathways. Through partnership, professionalism, and accountability, ISANS seeks to empower clients and staff to collaborate, learn, and grow together—personally and professionally.

ISANS is recruiting its next Director, People and Culture (P&C), to provide strategic leadership in supporting a welcoming, inclusive, and respectful culture and work environment. A trusted advisor to all levels of the organization, the Director provides guidance, coaching, and direction on the long-term evolution of the organization. Reporting to the CEO and as a member of the Senior Leadership Team, the Director works collaboratively to shape and implement ISANS' strategic plan, including providing oversight on P&C priorities. Operationally, they ensure HR legal compliance and manage and evolve P&C policies, procedures, and processes to continuously improve ISANS' organizational effectiveness and employee experience. They are accountable for the P&C function and are adept at creating and managing related projects and initiatives and supporting their team. The role requires an inclusive, innovative, and transformational leader with a track record of guiding organizations through change and building capacity, ideally within a culturally diverse organization.

The successful candidate has an undergraduate degree with a concentration in human resources or a post-graduate advanced diploma in human resources. A CPHR designation is an asset. They have at least seven years of progressive human resource leadership experience providing advice and overseeing a broad range of HR programs and services, preferably in a large, culturally diverse, complex organization. They have experience with HRIS (human resources information systems), developing, evaluating, and evolving policies, and embracing opportunities to promote a positive culture to boost retention while championing P&C across the organization. Experience working in the not-for-profit sector is considered an asset.

ISANS is dedicated to inclusiveness, equity, and accessibility. To help us achieve our diversity goals, we welcome and encourage applications from the following underrepresented groups: Indigenous persons, racially visible persons, persons with a disability, women, and persons of a minority sexual orientation and/or gender identity. If you are a member of one of these underrepresented groups, we invite you to self-identify on your cover letter or resume.

Please submit your resume and cover letter online by visiting Royer Thompson's website: [Director, People and Culture – ISANS - Royer Thompson](#). For further information about this opportunity, please contact Dominique Roche in confidence (droche@royerthompson.com; 902-422-2099).

ISANS will provide accommodations to applicants living with disabilities. If you require an accommodation(s) to participate in the application, interviewing or selection process, please contact Edgarson Moxey at emoxey@royerthompson.com.

Royer Thompson is a Canadian executive advisory firm focused on capturing the full potential of people in pursuit of leadership and organizational excellence.