Executive Director, Human Resources

Tourism Saskatchewan is a provincial Treasury Board Crown Corporation whose purpose is to promote Saskatchewan as a tourism destination by providing in and out-of-province marketing, delivering visitor services and developing tourism experiences.

The organization is seeking an Executive Director of Human Resources based in Regina. The Executive Director, Human Resources provides strategic leadership for Tourism Saskatchewan's people, culture, union relations, organizational development, and human resource functions. The position is responsible for developing and implementing human resource strategies, policies, and programs that support Tourism Saskatchewan's strategic plan, organizational culture, operational effectiveness, and workforce sustainability.

As a member of the Executive Leadership Team, the Executive Director provides advice and recommendations to all levels of organizational leadership on workforce planning, employee relations, compensation, recruitment, job evaluations, performance management, succession planning, leadership development, employee engagement, and equity, diversity, and inclusion practices. The position ensures compliance with applicable legislation, collective agreement, and organizational policies while fostering a positive, respectful and high-performing workplace culture. This position works collaboratively with leaders and employees across the organization to attract, develop, and retain talent necessary to achieve Tourism Saskatchewan's mandate and business objectives.

The successful candidate will have previous experience working directly in human resources, preferably in a unionized environment and in a variety of human resource functions. Accountability and responsibility are words that resonate with the ideal candidate, and this position demonstrates leadership in a collaborative, interest-based environment. A minimum of 5 years of relevant experience is required, and a Human Resources designation is preferred.

This position has a start date of April 2027, based on an impending retirement. A comprehensive compensation and benefits package is provided.

Applications should be sent, in confidence, to:

Joan MacPhail
Executive Director, Human Resources
Tourism Saskatchewan
189-1621 Albert Street, Regina, SK S4P 2S5
Joan.MacPhail@tourismsask.com

Applications must be received by 9:00 am on Monday, November 30, 2026. Additional organizational information is available at https://business.tourismsaskatchewan.com/.