Crown Investments Corporation of Saskatchewan (CIC) is the holding company for Saskatchewan's commercial Crown corporations.

CIC is responsible for providing Crowns with guidance and direction to align with government priorities and implementing public policy programs and initiatives. This ensures the Crown sector has strong governance, disclosure and transparency, and accountability, supporting a balanced approach for the province and its people.

Manager – Total Rewards

Reporting to the Executive Director, Human Resources, this position works with a high level of independence and as part of a team, serving as a trusted partner and advisor to CIC and Crown sector senior leadership providing strategic human resource expertise and execution of HR strategies that support business goals and the broader government vision, and manage workforce risks. This position offers an opportunity for meaningful contribution and challenging work in an innovative and dynamic environment that promotes integrity, excellence, leadership, and teamwork.

This position involves managing:

- **Strategic Total Rewards Leadership:** Design and evolve competitive, sustainable compensation and benefits frameworks and employee programs for both CIC and the Crown sector.
- **Policy Framework Development and Compensation:** Direct and/or execute the research and development of sector-wide policy frameworks related to executive compensation, collective bargaining, and benefits. Interpret complex regulatory changes to ensure organizational alignment. Serve as a Crown sector liaison, ensuring sector alignment to broader government direction.
- **Expert Advisory & Financial Oversight:** Provide expert advice to Senior Management and the CIC Board on policy and programs. Lead the development of complex costing systems and financial, business and policy analysis for the CIC Board and Cabinet.
- **Strategic Reporting & Communication:** Prepare the consolidation of large-scale annual data sets (FTEs, STAP, demographic data, etc.). Prepare high-stakes briefing materials and Decision Items for the CIC Board and Cabinet.
- **Lead the administration of the CIC Multi-employer Benefits Plan** and other internal HR programs.
- **Payroll & HRIS Governance**: Oversee the end-to-end payroll function and HRIS architecture for CIC. Ensure legislative compliance, data integrity, and system security. Drive technology enhancements to optimize HR reporting and organizational efficiency.
- **Team Leadership & Internal Support:** Lead and mentor direct report(s) and support the Executive Director in championing the direction and leading the full HR team. Set clear performance expectations, align team efforts and foster professional growth within the unit.

To be successful in this position you will maintain effective working relationships with all CIC units and stakeholders, including key individuals within the Crown corporations, to ensure effective communication and the best possible analysis and advice.

Qualifications will include:

- Typically requires 10+ years of progressive HR experience, including leadership in compensation, policy, collective bargaining, HRIS, and payroll oversight.
- Experience in driving change management initiatives and supporting organizational business strategy and operations.

- Demonstrated experience building and managing relationships among multiple stakeholders to secure buy-in in the absence of direct reporting authority.
- University Degree in HR or a related discipline required; CPHR designation and payroll oversight experience preferred.

Knowledge, skills, and abilities will include:

- Ability to strategically consider various scenarios and develop clear alternatives, advice and recommendations, leveraging analytical, critical thinking, and strategic decision-making skills.
- Strong written and verbal communication skills, including the ability to distill complex information into clear recommendations for senior decision-makers.
- Strong knowledge of compensation design, principles, and methodologies; experience validating and analyzing bargaining proposals and applicable employment legislation.
- Strong organizational skills with the ability to manage multiple priorities simultaneously while maintaining attention to detail.
- Ability to adapt to changing priorities while continuing to pursue key objectives.
- Sound judgment and discretion in handling sensitive and confidential information with integrity.
- Strong problem-solving abilities and a proactive approach to identifying new approaches, efficiencies, and improvements.
- Experience successfully leading project teams in delivering new or changed HR policies/programs.
- A flexible and cooperative team-oriented approach, with the ability to develop positive and professional working relationships both internally and externally.

The successful candidate shall be subject to an Employment Screening Check as a condition of employment.

Position Details:
Posting Type: Permanent Full-Time; One (1) position available
Position Location: Regina, Saskatchewan
Hours of Work: Monday to Friday - 38.75 hours per week

Salary Range:
Level 9 - $122,994 to $147,604 per annum; *Salary commensurate with qualifications and experience.*

Closing Date:
November 23, 2026

How to Apply:
Resumes should be forwarded in confidence to careers@cicorp.sk.ca.

CIC would like to thank all applicants for their interest and wish to inform that only those selected for further consideration will be contacted.

CIC is committed to providing an accessible recruitment process. Candidates who require an accommodation at any stage of the recruitment process are encouraged to email careers@cicorp.sk.ca.