



# BC's Top Employers 2016



**THE VANCOUVER SUN**

**SERIOUSLY WESTCOAST**

A joint venture with MediCorp Canada Inc.

# Companies must evolve to attract top talent

By KAREN DURRIE

The “slow, steady” evolution of workplace practices such as maternity-leave top-ups, share-purchase programs, flexible workspace and tuition subsidies have created a competitive marketplace that both attracts skilled employees and retains their talent, says Richard Yerema, founder and managing editor of Canada’s Top 100 Employers.

And it’s a trend that’s being seen both regionally and nationally.

“Trends for me are measured over a long window. We see a continuing evolution in employees offering maternity-leave top-ups – the very best will top up to a full year. When your competition is doing it, you must recognize the marketplace has evolved. If you’re standing flat-footed and offering benefits that would have been typical in 1985, you have to change,” Yerema says.

For 16 years, Mediacorp Canada Inc. has published the Top 100, along with a number of other employment-related periodicals, including this publication, aimed specifically at job seekers.

The diverse selection of Top Employers represents companies across Canada in a wide range of industries.

Over the lifespan of the Top 100 project Yerema has seen shifts in numerous areas of company operations. The flexibility to telecommute is offered by a



Companies offering strong benefits and incentives are winning the battle for top employees. *FOTOLIA*

number of companies and businesses are also addressing their real-estate footprints to reflect exactly how their people are working.

“People are creating collaborative workspaces and telecommuting floors where people that work from home can come in and still have office space,” he says.

Another area of evolution includes the changes in long-term savings pensions.

“We used to write the majority of employers had a pension benefit program, now it’s a defined-contribution program, matching employees’ RRSP contribu-

tions,” Yerema adds.

The economy also reflects the reality of what industries rise and fall on each year’s Top 100 list. It is demonstrative of who is growing and who is retracting – for example the past two years’ lists have reflected fewer resource-based companies.

This guide demonstrates to prospective employees which companies are growing and have good career prospects. Each year, companies submit applications to the Canada’s Top 100 Employers competition, and the Mediacorp edito-

rial team reviews thousands of Canadian employers with a focus on eight criteria:

- Physical workplace;
- Work atmosphere and communications;
- Financial benefits and compensation;
- Health and family-friendly benefits;
- Vacation and personal time-off;
- Employee engagement and performance;
- Training and skills development;
- Community involvement.

Mediacorp examines the hiring practices of 85,000 employers across the country and this year invited 8,000 companies to submit applications for the Top 100. Winning submissions appear in 23 newspapers and magazines across the country, as well as online through Mediacorp’s job-search engine, eluta.ca.

The company also has a number of other employment directories and guides that offer job seekers information on the best employers for diversity, family-friendly companies, recent immigrants, environmental values, younger and older Canadians, along with which companies are hiring.

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## BC’s Top Employers (in alphabetical order)

AbeBooks Inc.	Connect Hearing	MTU Maintenance Canada Ltd.	SRK Consulting (Canada) Inc.
ACL Services Ltd.	DDB Canada	Nature’s Path Foods, Inc.	St. George’s School
Arc’Teryx Equipment Inc.	DLA Piper (Canada) LLP	Next Level Games Inc.	Surrey, City of
BC Assessment	Douglas College	Northern Health	TELUS Corp.
BC Children’s Hospital Foundation	ERM Consultants Canada Ltd.	Overwaitea Food Group LP	Tolko Industries Ltd.
BC Housing Management Commission	Family Insurance Solutions Inc.	Perkins+Will Canada Architects Co.	University of Northern British Columbia / UNBC
BC Hydro	FinancialCAD Corporation / FINCAD	PNI Digital Media Inc.	University of the Fraser Valley / UFV
BC Public Service	Flatiron Construction Corp.	Providence Health Care	Vancouver Airport Authority
Boeing Canada - AeroInfo	Fortinet Technologies (Canada) Inc.	Provincial Health Services Authority / PHSA	Vancouver City Savings Credit Union
British Columbia Institute of Technology / BCIT	Fraser Health	Purdys Chocolatier	Vancouver, City of
British Columbia Liquor Distribution Branch	Goldcorp Inc.	QHR Technologies Inc.	VersaCold Logistics Services
British Columbia Lottery Corporation / BCLC	Great Little Box Company Ltd.	R.F. Binnie & Associates Ltd.	Vision Critical Communications Inc.
Cactus Restaurants Ltd.	Hemmera Envirochem Inc.	Raymond James Ltd.	West Fraser Timber Co. Ltd.
Canfor Corp.	HP Advanced Solutions Inc.	School District No. 36 (Surrey)	Whistler Blackcomb
Coastal Community Credit Union / CCCU	Interior Health Authority	Sierra Systems Group Inc.	
College of Physicians and Surgeons of BC, The	Kwantlen Polytechnic University	Simon Fraser University	
Columbia Power Corporation / CPC	Mountain Equipment Co-op	South Coast British Columbia Transportation Authority / TransLink	

# BC'S TOP EMPLOYERS 2016



Employer	Industry	Interest Points	City	FT Employees in Canada
<b>AbeBooks Inc.</b>	Electronic Shopping	The head office is located on the top floor of a modern glass building with great views of the harbour and surrounding downtown, and features an employee lounge complete with table tennis, billiards and foosball as well as an open kitchen area with free coffee, tea, soft drinks and snacks daily; The employee-run SoCo social committee organizes a busy social calendar for employees and the company encourages employees to keep active with an annual health club subsidy (to \$300) and employee organized sports teams.	Victoria	92
<b>ACL Services Ltd.</b>	Custom Computer Programming Services	Offers generous referral bonuses to employees when they successfully recruit a new candidate (up to \$2,500) and helps employees save for the longer term with matching RSP contributions; Supports ongoing professional development with tuition subsidies (up to \$1,000 annually) as well as subsidies for professional accreditation, and also encourages employees to keep their skills up-to-date with in-house and online training programs.	Vancouver	198
<b>ArcTeryx Equipment Inc.</b>	Sporting and Athletic Goods Manufacturing	Encourages employees to save for the future with matching RSP contributions, referral bonuses (to \$1,000) for employees who successfully refer a new candidate and year-end bonuses for some positions; Head office features an employee lounge complete with foosball and table tennis and a fridge for cold beverages — employees also have free access to an on-site fitness facility with instructor-led classes, fitness equipment and even an indoor bouldering cave for climbing enthusiasts.	North Vancouver	700
<b>BC Assessment</b>	Property Tax Assessment	Offers its new moms generous maternity (to 85 per cent of salary for 17 weeks) and parental leave top-up payments (to 75 per cent for 35 weeks) — and also extends parental leave top-up for new fathers and adoptive parents (to 75 per cent for 37 weeks); Starts new employees with three weeks of paid vacation and considers previous work experience when setting vacation entitlements — and offers employees paid personal days off and a variety of alternative work options to help balance their work and personal lives.	Victoria	704
<b>BC Children's Hospital Foundation</b>	Social Advocacy Organizations	Supports employees who are new mothers with maternity top-up payments (to 85 per cent for 17 weeks) that are followed by parental leave top-ups (to 75 per cent of salary for 10 weeks) — also provides parental leave top-up payments to new fathers and adoptive parents (to 75 per cent of salary for 10 weeks); Encourages ongoing professional development with in-house and online training programs, leadership training, subsidies for professional accreditation and tuition subsidies for courses taken at outside institutions (from \$750 to \$1,875 each year).	Vancouver	94
<b>BC Housing Management Commission</b>	Administration of Housing Programs	Offers generous maternity and parental leave top-up payments to employees who are new mothers (to 85 per cent of salary for the first 17 weeks followed by 75 per cent of salary for 35 weeks) — and offers parental top-ups for new fathers and adoptive parents (to 75 per cent of salary for 35 weeks); Depending on their position, employees receive three weeks of starting vacation as well as additional personal paid days off that can be scheduled throughout the year (up to 10 days each year). Encourages employees to get involved in their community with paid time off to volunteer with their favourite organizations (up to three days each year).	Burnaby	663
<b>BC Hydro</b>	Hydroelectric Power Generation	Invests in continued skills development with a range of in-house and online training programs, leadership training and mentoring, career-planning services and tuition subsidies for courses taken at outside institutions — actively reaches out to the next generation of employees through extensive summer employment, apprenticeship and co-op work term programs; Supports employees who are new mothers with maternity leave top-up payments (to 87 per cent of salary for 17 weeks) and even provides a generous subsidy for in vitro fertilization (IVF) when needed (to \$15,000) — and helps parents with older kids through an academic scholarship program for post-secondary studies (to \$2,000 per child).	Vancouver	5,048
<b>BC Public Service</b>	Provincial Government	Provides maternity leave top-up payments for its new moms (to 85 per cent of salary for 15 weeks) followed by parental leave payments (to 75 per cent for 35 weeks) that are also available to new fathers and adoptive parents. New parents also have the option to extend their leave into an unpaid leave of absence and upon their return can take advantage of on-site daycare centres operating at some locations across the province; Employees working at the provincial capital not only get to enjoy Victoria's mild Canadian climate but can keep fit at an on-site fitness facility that comes complete with instructor-led classes such as yoga or Pilates.	Victoria	24,989
<b>Boeing Canada - AeroInfo</b>	Computer Systems Design Services	Employees can enjoy a break in an employee lounge that features comfortable seating, television, video games and foosball — as well as massage chairs that can supplement a stressful foosball match; Supports its new and adoptive mothers with generous maternity and parental leave top-up payments (to 90 per cent of salary for 27 weeks) — and employees can take advantage of a generous in vitro fertilization (IVF) subsidy if required (to \$15,000).	Richmond	207
<b>British Columbia Institute of Technology / BCIT</b>	Post-Secondary Schools, College	Supports its new mothers with maternity and parental leave top-up payments (to 75 per cent of salary for 52 weeks) — and extends parental top-ups for new fathers and adoptive parents (to 75 per cent of salary for 37 weeks) depending on employee group; Employees may take advantage of a variety of on-site amenities including free access to a fitness facility (with state-of-the-art exercise equipment, sauna, racquetball, climbing wall), quiet room for meditation and religious observance, aboriginal sweat lodge, cafeteria with healthy and special diet menus and nearby walking trails.	Burnaby	1,787
<b>British Columbia Liquor Distribution Branch</b>	Liquor Distribution and Retail	Starts new employees with three weeks of paid vacation (moving to a maximum of seven weeks) and provides paid personal days to help employees balance their personal and work lives — and also provides employees with paid time off to volunteer with their favourite charitable organization; Employees can confidently plan for life after work with retirement-planning assistance and generous contributions to a defined-benefit pension plan.	Vancouver	2,102
<b>British Columbia Lottery Corporation / BCLC</b>	Gambling and Gaming Industries	Encourages professional development throughout an employee's career, from summer and co-op work terms for students to generous tuition subsidies (up to 100 per cent of tuition costs) for courses at outside institutions, in-house and online training courses as well as subsidies for professional accreditation for its employees; The head office is located in the completely renovated Woolworth's department store and features a variety of on-site amenities including a fully equipped fitness facility, an employee lounge and cafeteria that offers healthy menus and subsidized meals — located in beautiful Kamloops, the building is within walking distance of riverside parkland with walking and biking trails, tennis courts and even a water park for kids.	Kamloops	789
<b>Cactus Restaurants Ltd.</b>	Full-Service Restaurants	Offers referral bonuses for employees that refer a candidate who is successfully hired by the company, up to \$3,000 for some positions; Encourages ongoing employee development through in-house training programs, career-planning services, financial bonuses for some courses (up to \$3,000), leadership training, mentoring and generous tuition subsidies for job-related courses (from \$300 to \$5,000) — and manages an impressive apprenticeship program for employees pursuing Red Seal certification, providing up to three months of paid educational leave for each year of the three-year program.	Vancouver	1,008
<b>Canfor Corp.</b>	Sawmills	Encourages lifelong learning with paid internships and in-house apprenticeships as well as mentoring, subsidies for professional accreditation, in-house and online training and tuition subsidies for courses taken at outside institutions; Considers previous work experience when setting vacation entitlements for experienced candidates, offering two and three weeks of starting vacation and paid personal days off, varying by employee group.	Vancouver	4,382
<b>Coastal Community Credit Union / CCCU</b>	Credit Unions	The head office is located on beautiful Vancouver Island where employees enjoy an enviable climate along with working in downtown Nanaimo and only steps away from great restaurants, cafes and shops as well as being only a short walk from ocean views and the city's busy harbour; Encourages ongoing employee development with tuition subsidies for courses at outside institutions, in-house and online training opportunities along with subsidies for professional accreditation — and employees with college or university-bound kids can apply for post-secondary academic scholarships (to \$2,000 each).	Nanaimo	295



Employer	Industry	Interest Points	City	FT Employees in Canada
College of Physicians and Surgeons of BC, The	Professional Organizations	Encourages ongoing employee development through in-house training and career planning services, subsidies for professional accreditation and generous tuition subsidies (to \$5,000 annually) for courses at outside institutions; The head office is situated in the heart of downtown Vancouver and is part of an office development at the Rosewood Hotel Georgia where employees receive free memberships to the hotel's fully-equipped fitness centre that comes complete with a 15-metre salt-water lap pool, sauna and spa facilities.	Vancouver	113
Columbia Power Corporation / CPC	Hydroelectric Power Generation	Supports its new moms with generous maternity top-up payments (to 85 per cent of salary for 17 weeks) as well as follow-up parental leave top-up payments (to 75 per cent for 35 weeks) — also extends its parental leave top-up program to new fathers and adoptive parents (to 75 per cent for 35 weeks); Employees working at head office are surrounded by great mountain views and enjoy easy access to an incredible array of recreational activities when not at work, including golfing, cycling, canoeing, fishing, hiking and swimming.	Castlegar	38
Connect Hearing	Occupational and Speech Therapists and Audiologists	Provides maternity leave top-up payments for new mothers (to 100 per cent of salary for eight weeks) and lets new mothers extend their leave into an unpaid leave of absence; Offers signing bonuses for some employees, year-end bonuses (to \$5,000), profit sharing, generous referral bonuses for employees who successfully refer a new candidate (to \$3,000) and encourages employees to save for the future with matching RSP contributions.	Victoria	298
DDB Canada	Advertising Agencies	Offers employees referral bonuses when they successfully recruit a new candidate (up to \$1,000) and encourages employees to save for the longer term with matching RSP contributions, up to a maximum of \$2,000 per year; Employees can take advantage of an annual \$500 subsidy as part of their health benefits plan to be used for a range of additional services to take care of their mind and body.	Vancouver	296
DLA Piper (Canada) LLP	Law Firm	Encourages employees to keep fit with an annual health club subsidy and employee organized sports teams including dragon boat, baseball and a running team for the annual Vancouver Sun Run — and manages the Volunteer Recognition Program that matches employee volunteer work with financial donations to their favourite charitable organization, up to \$1,000; Offers generous referral bonuses for employees who refer a candidate that is successfully hired by the company, up to \$10,000 depending on the position.	Vancouver	555
Douglas College	Post-Secondary Schools, College	Employees can enjoy campus life complete with on-site eating options, discounts at local restaurants and free memberships to the college's two fully equipped fitness facilities — and for its young parents, the College offers maternity and parental leave top-up payments (varying with employee group) along with an on-site daycare option for when they're ready to return to work; In keeping with its raison d'être, Douglas College walks the walk with support for ongoing employee education through generous tuition subsidies for courses both related and not directly related to their position, as well as offering a variety of in-house and online training programs and subsidies for professional accreditation.	New Westminster	838
ERM Consultants Canada Ltd.	Environmental Consulting Services	The downtown head office offers not only great views of the North Shore mountains and harbour but employees can easily get to work via the city LRT system or make their way to work along the seawall via foot, in-line skates or bicycle — also features shower facilities and secure indoor bicycle storage complete with repair kits if a little bike maintenance is needed; An employee-led social committee organizes more than 20 events every year, from hiking excursions to attendance at the annual Bard on the Beach festival (Western Canada's largest Shakespeare festival) to cheering on the Vancouver Whitecaps soccer team.	Vancouver	170
Family Insurance Solutions Inc.	Insurance Agencies and Brokerages	Employees help direct the company's charitable support and encourages employees to get out and volunteer with their favourite charities with up to two paid volunteer days each year; Offers great financial rewards including signing bonuses for some employees, referral bonuses (to \$2,500), profit-sharing, discounts on insurance services and encourages employees to save for the future through a matching RSP program.	Vancouver	66
FinancialCAD Corporation / FINCAD	Software Publishers	Reaches out to the next generation of employees through paid internships and co-op work experience programs and encourages ongoing professional development for employees through a range of in-house training programs, subsidies for professional accreditation and tuition subsidies for job-related courses; Encourages its employees to get involved with paid time off to volunteer with their favourite community organization (up to two days every year) as well as a matching donations program to encourage financial giving.	Surrey	86
Flatiron Construction Corp.	Highway, Street and Bridge Construction	Supports ongoing employee development with generous tuition subsidies for job-related courses (to \$5,000) as well as in-house and online training programs and also manages a four-year rotational program for young engineers that offers hands-on experience and includes rotation through various fields including construction, project administration and management, field engineer, and safety and estimating; Encourages employees to get involved in their community with paid time off to volunteer with their favourite charity and offers matching charitable donations to enhance their financial donations.	Richmond	901
Fortinet Technologies (Canada) Inc.	Computer Systems Design Services	A growing high-tech employer that added more than 80 positions last year and offers generous referral bonuses to employees when they successfully recruit a friend, from \$500 to \$10,000 depending on the position; Employees can take advantage of discounts at local restaurants or enjoy free dinner options (including vegetarian cuisine) from Mondays to Thursdays — staff enjoy a busy social calendar including a family summer picnic, soccer, diving, rock climbing, anime, fitness, board game club, Chinese New Year, Halloween party and a company-subsidized Christmas party.	Burnaby	816
Fraser Health	Hospitals	Varying by employee group and position, Fraser Health offers its new mothers maternity leave top-up payments (from 10 to 17 weeks) and helps employees balance their work and personal lives with alternative work options and starting vacation entitlements that range between three and four weeks — previous work experience is considered when setting vacation entitlements for experienced candidates; Encourages ongoing professional development with tuition subsidies for courses taken at outside institutions, in-house and online training programs as well as subsidies for professional accreditation — and encourages employee to also keep their bodies fit with free memberships to an on-site fitness facility that also features instructor-led fitness classes, including yoga and Zumba classes.	Surrey	12,403
Goldcorp Inc.	Gold Ore Mining	Reaches out to the next generation through paid internship, co-op and summer student opportunities, and also manages a graduate development program, that features rotational assignments across the company's operations — grads are assigned a mentor and are placed into a permanent role after three years; In the past year, Goldcorp provided more than \$62 million in community contributions through community investments, donations, sponsorships, trusts, infrastructure investments and collaborative agreements — aims to donate one per cent of its profits to initiatives that support education, health, local services such as roads, water supply and power through the company's corporate donation's policy.	Vancouver	3,151

# BC'S TOP EMPLOYERS 2016



Employer	Industry	Interest Points	City	FT Employees in Canada
<b>Great Little Box Company Ltd.</b>	Corrugated and Solid Fiber Box Manufacturing	Has a long-standing, and enlightened, policy that opens its books to employees each month — the policy includes profit-sharing as well as the celebration of its profitability target, a.k.a. its Big Outrageous Xtravaganza goal (or BOX goal) with three additional paid days off and an all-expense-paid vacation to a sunny destination for all employees; In a unique combination of employee engagement and community support, presents two top-performing employees with a monthly Award of Excellence that includes a \$500 donation to the charity of their choice — and also encourages employee volunteerism with paid volunteer time and matching employer donations.	Richmond	214
<b>Hemmera Envirochem Inc.</b>	Environmental Consulting Services	Strongly encourages employees to keep their minds sharp with generous tuition subsidies (to \$3,500 for courses related to their position), financial bonuses for some course completions (up to \$1,000), in-house and online training programs, mentoring and subsidies for professional accreditation; Offers new employees three weeks of paid vacation as well as up to three personal days each year to help balance their outside commitments — and longer serving employees can apply to take an unpaid leave of absence, up to six months in duration.	Burnaby	172
<b>HP Advanced Solutions Inc.</b>	Computer Systems Design Services	Along with living and working in one of the country's most beautiful cities, HP Advanced Solutions' employees have free access to a fully-equipped fitness facility (which features a massage room), a quiet meditation room for breaks during the day, easy access to walking and running trails as well as outdoor sports fields and even a community garden; Employees at HP Advanced solutions receive the kind of benefits that help one build a career for life, from maternity leave top-up payments for the full year to a defined-benefit pension plan (unique in its industry) that offers peace-of-mind for employees as they plan for life after work.	Victoria	451
<b>Interior Health Authority</b>	Hospitals	Interior Health Authority provides maternity top-up payments to its new mothers (varying with employee group) and lets new moms extend their leave into an unpaid leave of absence; Its nursing employees start with four weeks of paid vacation allowance (moving to 12 weeks for long-serving employees) and previous work experience is considered when setting vacation entitlements for experienced candidates — employees can also apply to take either an unpaid leave of absence or plan and contribute to a self-funded leave of absence for up to one year in duration.	Kelowna	8,538
<b>Kwantlen Polytechnic University</b>	Post-Secondary Schools, University	Employees have access to many campus amenities including a cafeteria (with healthy and special diet menus), outdoor sitting areas, an employee lounge and quiet room for meditation and religious observance — and employees are encouraged to keep fit with subsidized memberships to the university's fully-equipped athletic centre that even features an indoor soccer field as well as a drop-in sports clinic; Encourages employees to continue to develop their skills through in-house and online training programs, formal mentoring, financial bonuses for some course completion, subsidies for professional accreditation and tuition coverage for courses at the university.	Surrey	1,092
<b>Mountain Equipment Co-op</b>	Sporting Goods	A retail leader that provides maternity and parental leave top-up payments for its full-time new moms and dads, including adoptive parents — and helps them balance their work and personal lives with a variety of alternative work arrangements including flexible hours, telecommuting, shortened and compressed work week options and a formal earned-days-off program; Actively encourages employees to get involved in the wider community with two paid volunteer days off each year and is a leading environmental steward that donates a full one per cent of its annual pre-tax revenues to Canadian environmental causes.	Vancouver	737
<b>MTU Maintenance Canada Ltd.</b>	Aircraft Engine and Parts Manufacturing	Manages an in-house exchange program to encourage employees from Canada to gain international work experience at other MTU group companies worldwide, including the parent company's head office in Munich, Germany — and encourages ongoing employee development with tuition subsidies for courses at outside institutions, in-house and online training programs and subsidies for professional accreditation; Helps employees along the way with a variety of helpful financial benefits, including year-end bonuses, and helps employees plan for life after work with retirement-planning assistance and contributions to a defined-contribution pension plan.	Richmond	403
<b>Nature's Path Foods, Inc.</b>	Breakfast Cereal Manufacturing	Encourages employees to keep fit with free access to an on-site fitness facility that offers instructor-led fitness classes and personal trainer services and encourages employees to enjoy healthy snacks at a fully-stocked store with products available at significantly reduced costs — employees also manage their own activity-based clubs, including running, walking and even a juicing group; Maintains a highly-focused charitable program that is very much integrated into its core line of business, including the Gardens for Good and the long-standing EnviroKidz 1% for the Planet program — and has established a zero waste target and even has an employee-maintained on-site organic garden where employees can stroll outside and practice a little therapeutic gardening to unwind during a busy day.	Richmond	171
<b>Next Level Games Inc.</b>	Software Publishers	Reaches out to the next generation of employees with paid internships and encourages ongoing employee development through in-house training and tuition subsidies for courses related to their position (with no annual maximum) as well as courses not directly related to their current position; An industry leader in offering maternity and parental leave top-up payments for new mothers and fathers, including adoptive parents (to 80 per cent of salary for 27 weeks) — recently introduced an in vitro fertilization (IVF) subsidy for new parents to be (to \$15,000) if needed.	Vancouver	72
<b>Northern Health</b>	Hospitals	Supports its new mothers with generous maternity and parental leave top-up payments, varying with position, and lets its new moms extend their maternity leave into an unpaid leave of absence for additional time at home — also extends its parental leave top-up benefits to new dads and adoptive parents (to 75 per cent for 10 weeks); Reaches out to the next generation of health-care providers through summer job placements, co-op work terms and paid internships — and encourages ongoing employee development with tuition subsidies for courses at outside institutions.	Prince George	3,582
<b>Overwaitea Food Group LP</b>	Supermarkets and Grocery Stores	Head office employees are encouraged to stay healthy with subsidized memberships to an on-site fitness facility along with the company's private label and healthy food selections from the kitchen; Supports ongoing employee development through online and in-house training programs, tuition subsidies for courses at outside institutions (to \$200), subsidies for professional accreditation and financial bonuses for the completion of some courses (up to \$1,500).	Vancouver	5,243
<b>Perkins+Will Canada Architects Co.</b>	Architectural Services	Offers referral bonuses to employees who successfully recruit new candidates (to \$2,000) and lets everyone share in the company's success with year-end bonuses and profit-sharing for all staff — also encourages employees to save for the longer term with matching RSP contributions; Is a recognized green architecture firm that walks the walk with transit subsidies, secure bike storage and shower facilities to encourage self-propelled transportation — 95 per cent of head office employees ride, walk, take transit or carpool to work.	Vancouver	165

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Employer	Industry	Interest Points	City	FT Employees in Canada
<b>PNI Digital Media Inc.</b>	Digital Printing	This West Coast software company is a success story creating industry-leading software from inside one of Vancouver's oldest buildings in the city's historic Gastown neighbourhood — the head office features an employee lounge replete with a popcorn machine, classic arcade video game, a DJ centre, Apple TV and free coffee from the espresso machine; Employees enjoy a busy social calendar throughout the year, including a summer barbecue, monthly socials (with early closings) on the last Friday of every month, movie nights, poker contests, summer Grouse Grind excursions and on-site massage visits twice a year.	Vancouver	177
<b>Providence Health Care</b>	Health Care	Supports employees who are new mothers with maternity leave top-up payments to 85 per cent of salary for 17 weeks (depending on employee group) and lets employees extend their leave into an unpaid leave of absence; Employees may take advantage of a variety of on-site amenities including an employee lounge, cafeteria with healthy and special diet menus, quiet room for meditation and religious observance and access to an on-site fitness facility.	Vancouver	3,452
<b>Provincial Health Services Authority / PHSA</b>	Hospitals	Employees at PHSA's main location can take advantage of a variety of on-site amenities including a nap room, cafeteria with healthy and special diet menus, daycare centre, subsidized access to an on-site fitness facility with instructor-led classes such as yoga and belly dancing — the hospital also offers secure bicycle parking, on-site shower facilities and access to one of the most scenic bike rides in the country that leads into Stanley Park; Manages a unique Health Promotion Initiatives Fund to provide employees with subsidies to start their own healthy workplace initiatives, such as a stair climbing challenge, a healthy eating lunch program and a walking challenge — the hospital also established an in-house wellness team and supports employee efforts to balance their work and personal lives with a variety of alternative work arrangements, dependent upon their position.	Vancouver	10,028
<b>Purdys Chocolatier</b>	Specialty Food Stores	Encourages employees to keep their skills up-to-date through in-house training programs and tuition subsidies for courses related and not directly related to their current position (to \$1,000 each year) — and reaches out to the next generation of employees through apprenticeship and paid internship programs; Encourages employees to get involved in the community with paid volunteer time as well as matching donations to their favourite charities (up to \$200).	Vancouver	382
<b>QHR Technologies Inc.</b>	Computer Systems Design Services	Helps employees balance their work and personal lives with flexible work hours, telecommuting and shortened and compressed work week options — and considers previous work experience when setting individual paid vacation entitlements; Added more than 20 new positions last year and encourages employees to become front-line recruiters with new employee referral bonuses (to \$500) when they successfully find a new candidate.	Kelowna	198
<b>R.F. Binnie &amp; Associates Ltd.</b>	Engineering Services	Maintains a charitable giving program that enables employees to participate in the selection of charities supported by the firm and also provides employees with paid time off to mentor local high school students; Encourages employees to balance work and personal lives with flexible work hours, shortened and compressed work weeks and a telecommuting option — and maintains workstations for employees on days they work in the office.	Burnaby	110
<b>Raymond James Ltd.</b>	Investment Banking and Securities Dealing	Supports employees who are new parents, providing mothers with maternity leave top-up payments for a full year as well as parental leave top-up payments for fathers and adoptive parents and also provides an option to extend their parental leave into an unpaid leave of absence; Maintains support for training and development through tuition subsidies for job-related courses and also manages a dedicated network for female advisers to help them expand their knowledge, expertise and business in a supportive, collaborative environment.	Vancouver	862
<b>School District No. 36 (Surrey)</b>	Elementary and Secondary Schools	Ensures that managers receive performance review training and employees can provide confidential feedback to management — and the district also conducts exit interviews with departing employees; Teacher moms receive maternity leave top-up payments (for up to 17 weeks) — a program that also extends to new dads and adoptive parents.	Surrey	9,041
<b>Sierra Systems Group Inc.</b>	Computer Systems Design Services	Offers generous new employee referral bonuses (up to \$5,000) when employees successfully recruit a new candidate with signing bonuses for some positions — and encourages all employees to save for the longer term with matching RSP contributions; Encourages employees to balance their work and personal lives with flexible hours, telecommuting, shortened and compressed work week options and helps employees transition to life after work with phased-in work options when nearing retirement.	Vancouver	622
<b>Simon Fraser University</b>	Post-Secondary Schools, University	Employees can take advantage of a variety of on-site amenities, including subsidized access to the university's various fitness facilities that include state-of-the-art exercise equipment, volleyball, basketball and badminton courts, swimming pool, sauna and shower facilities; Provides generous maternity and parental leave top-up payments for employees who are new mothers, fathers or adoptive parents and manages an on-site daycare facility that they can take advantage of upon their return.	Burnaby	2,834
<b>South Coast British Columbia Transportation Authority / TransLink</b>	Public Transit	Head office employees enjoy working in a new LEED gold-certified head office that offers convenient access to public transit (of course) as well as a 2,000-square-foot state-of-the-art fitness facility that includes free employee memberships; Provides a maternity leave top-up for its new mothers (to 100 per cent of salary for six weeks) and offers parents the option to extend their leave into an unpaid leave of absence — head office employees also have access to an on-site daycare centre.	New Westminster	6,349
<b>SRK Consulting (Canada) Inc.</b>	Engineering Services	Lets employees share in the fruits of their labours through profit sharing, share purchase and year-end bonus plans and encourages saving for the longer term with contributions to an RSP plan; Encourages employees to keep their skills sharp with tuition subsidies for courses at outside institutions, a variety of in-house and online training initiatives as well as subsidies for professional accreditation — and offers summer, co-op and mentoring programs for the next generation.	Vancouver	153

Employer	Industry	Interest Points	City	FT Employees in Canada
St. George's School	Elementary and Secondary Schools	An industry leader, St. George's School offers new mothers and fathers (including adoptive parents) maternity and parental leave top-up payments (to 80 per cent of salary for 15 weeks) — and when ready to return to work, employees can take advantage of a daycare subsidy as part of its financial benefits package and receive a 50 per cent tuition discount for children attending St. George's; Along with providing education for its students, encourages ongoing education for employees as well with tuition subsidies for courses at outside institutions along with subsidies for professional accreditation.	Vancouver	239
Surrey, City of	Municipal Government	Employees are encouraged to stay healthy with subsidized memberships to a fully-equipped on-site fitness facility that also includes instructor-led classes, including yoga and Pilates — and employees can also enjoy a meal in the on-site cafeteria that features healthy menu items and take their lunch outside on the professionally landscaped grounds; City of Surrey is a major employer of the next generation of employees through a large summer employment program as well as managing apprenticeship and paid internship programs — also manages an academic scholarship program for university and college-bound children of employees (to \$1,000 per child).	Surrey	1,774
TELUS Corp.	Telecommunications	Encourages employees to work from home through a formal Work Styles program, designed to help employees easily adopt flexible work arrangements where possible — the long-term initiative aims to have 70 per cent of employees in major centres able to work from home or on a mobile basis; Helps employees achieve better work-life balance and recently welcomed a chief wellness officer to support employee efforts to make healthy choices — the company also launched a 12-week self-health pilot program to enable employees to take better long-term care of their health and minimize the risk of illness and disease.	Vancouver	24,241
Tolko Industries Ltd.	Softwood Veneer and Plywood Manufacturing	Depending on the employee group and position, new moms may receive maternity leave top-up payments (to 95 per cent for six weeks) — and varying by position, employees may take advantage of a variety of alternative work options when they are ready to return to work; Encourages employees to stay in shape with subsidized memberships to a 1,200 square-foot on-site fitness facility complete with instructor-led classes, including yoga and Pilates.	Vernon	3,179
University of Northern British Columbia / UNBC	Post-Secondary Schools, University	Supports new moms with generous maternity and parental leave top-up payments (to 100 per cent of salary for 52 weeks) as well as new fathers and adoptive parents (to 100 per cent of salary for 37 weeks) — and new parents can also take advantage of an on-site daycare centre when they are ready to return to work; UNBC makes it easy for employees to continue their education, along with a full academic calendar the university offers full tuition subsidies for programs related and not directly related to their position.	Prince George	535
University of the Fraser Valley / UFV	Post-Secondary Schools, University	Supports employees in planning for life after work with retirement-planning assistance, phased-in work options as they near retirement and generous contributions to a defined-benefit pension plan; Employees are encouraged to adopt healthy lifestyles with all the amenities a campus workplace has to offer, including two full gymnasiums with instructor-led classes (including everything from yoga to pick-up basketball) and a selection of healthy on-site and nearby eating options — the campus is also an integral part of Abbotsford's ongoing University District pedestrian-focused redevelopment.	Abbotsford	825
Vancouver Airport Authority	Airport Operations	Reaches out to the next generation of employees with summer employment opportunities and in-house apprenticeship training programs — and invests in continued skills development through a range of in-house and online training programs, career planning services and generous tuition subsidies for courses taken at outside institutions; Encourages employees to keep fit with free memberships to an on-site fitness facility that features instructor-led classes, including boot-camp and yoga — also encourages employees to leave the car at home with transit subsidies (with an LRT station at the airport), a carpool sign-up system and secure bicycle parking for those looking to get a little exercise on their commute.	Richmond	419
Vancouver City Savings Credit Union	Credit Unions	The largest employer in Canada to become a Living Wage Employer, which is more than a simple minimum wage but a program that recognizes the social and economic benefits of paying a real living wage for all its employees and service providers — which Vancity does; Supports ongoing employee development with generous tuition subsidies (to \$2,400 each year), in-house training initiatives as well as a unique live and work co-op training option for those interested in living in Bologna, Italy (where co-operatives account for one-third of the GDP) — also provides four-month secondments for those who apply to spend a little time working for a non-profit community organization.	Vancouver	2,076
Vancouver, City of	Municipal Government	Manages the unique FitCity Incentive Program that offers employees the chance to earn redeemable points through physical activity, encouraging employees to lead a healthy lifestyle through sustainable behaviours such as walking or cycling to work — also helps employees balance their work and personal lives with a variety of alternative work arrangements that vary by position; Supports ongoing employee development with tuition subsidies (to 100 per cent) for courses taken at outside institutions, formal mentoring and a variety of in-house and online training programs — and, as a diverse employer, also offers a number of apprenticeship opportunities for automotive service technicians, auto body workers, blacksmiths and carpenters, to name a few.	Vancouver	6,953
VersaCold Logistics Services	Refrigerated Warehousing and Storage	Strongly supports ongoing employee development and education with tuition subsidies for courses related and not directly related to their current position (with no annual maximum) and offers a variety of in-house and online training programs as well as subsidies for professional accreditation; Helps employees prepare for life after work with retirement-planning assistance services as well as defined-benefit and defined-contribution pension plans or matching RSP contributions, varying by employee group.	Vancouver	1,262
Vision Critical Communications Inc.	Custom Computer Programming Services	Located in downtown Vancouver, head office is easily accessible by public transit and features an employee lounge equipped with table tennis, foosball, Apple TV, video games, a bar (with a keg) and blackboard for technical or just creative expression — and social committees in Vancouver and Toronto ensure that employees enjoy a busy social calendar along with a casual dress work environment and are welcome to bring their pets to work when needed; Encourages ongoing employee development with tuition subsidies for job-related courses (from 50 per cent to 100 per cent with no annual maximum), subsidies for professional accreditation, in-house and online training programs, mentoring and financial bonuses for some course completions (from \$2,500 to \$6,000).	Vancouver	485
West Fraser Timber Co. Ltd.	Sawmills	Invests in ongoing employee development and partners with the College of New Caledonia to provide apprenticeship programs for millwrights, electricians, heavy duty mechanics and saw filers — the four-year programs include skills training, mentorship, equipment, tools and funding for the students, and the company has increased the number of active apprentices by 450 per cent since the program's inception in 2007; Manages a New and Young Worker Program to provide extensive training to employees under the age of 25 — the program includes orientation, job-shadowing and dedicated training with a supervisor and the mill's safety resource.	Vancouver	5,393
Whistler Blackcomb	Skiing Facility and Resort	Supports its many younger employees, providing the opportunity to build their careers in the same place where they play through apprenticeships, co-op work terms and paid internships — and follows-up throughout their careers with a variety of in-house and online training programs, formal mentoring and tuition subsidies for courses taken at outside institutions; The resort has a long history of working with community stakeholders on local environmental initiatives — and through The Whistler Blackcomb Foundation the company matches employee contributions to the environmental fund dollar-for-dollar — more than \$340,000 has been donated to specific environmental projects since 2001.	Whistler	2,987

# Meaningful work engages BC Housing employees

BC Housing project manager Sheryl Peters stood in the crowd and listened to the director of a non-profit agency speak, with tears in his eyes, about the new building opening that day and the people it would help.

Peters, who came to the Crown agency from private sector real estate development, reflected on the role she and her colleagues at BC Housing played in the project and was filled with pride.

"I realized that this is my why — being able to truly help people is why I joined BC Housing and what drives me every day."

This kind of impact is what makes work so meaningful for BC Housing's more than 600 employees. And it's why the agency adopted its unique People Strategy, an approach CEO Shayne Ramsay calls one of their most important initiatives.

"We put a high premium on creating a supportive and enriching workplace," says Ramsay.

"We want our people to learn, grow and be challenged so they are ready for everything their work presents to them."

And BC Housing's employees are presented with a lot. The provincial Crown agency develops, manages and administers subsidized housing options for British Columbians in greatest need; strengthens consumer protection for buyers of new homes; and carries out research and education to improve the quality of residential construction.

Last year, BC Housing assisted more than 100,000 BC households. This included creating over 1,500 new units of housing and supporting more than 7,000 new households through rental assistance programs for low-income families and seniors.



BC Housing believes it is crucial to invest in and support its employees.

BC HOUSING

BC Housing's programs assist some of the province's most vulnerable people: the homeless, youth transitioning out of foster care, women and children at risk of violence, people leaving the correctional and hospital systems, individuals of Aboriginal descent and many others.

Agnes Ross, vice-president of human resources, notes that a commitment to training is vital.

"When people are able to develop personally and professionally, they're better able to take on strategic challenges. They tend to be less risk-averse, more resilient and more likely to bring forward, test and develop new ideas."

Training ranges from employer-funded courses on specific job duties to in-house courses such as collaborative facilitation, coaching skills and leadership competencies.

Sustainability is also a priority. Carbon

neutral since 2010, the organization has built sustainability into every aspect of its work, from sourcing materials and building LEED-certified buildings to supporting tenants with sustainable waste management. An active Livegreen Employee Council leads green initiatives with measurable results, including reducing paper use and increasing sustainable commuting.

BC Housing is also committed to diversity and inclusion. The organization was recently awarded gold-level certification in progressive Aboriginal relations by the Canadian Council of Aboriginal Business. Employees take part in workshops with community partners on topics such as understanding LGBTQ communities, working effectively with Aboriginal communities and building a respectful workplace.

"Our employees deal with some of BC's

## BC Housing

**YEARS IN BUSINESS:** 48

**NUMBER OF EMPLOYEES:** 665

**LOCATIONS:** Vancouver, Burnaby, Victoria, Penticton, Prince George and housing sites throughout B.C.

**HEAD OFFICE:** Burnaby

**POSITIONS EMPLOYED:** Building technologists, building managers, tenant support workers, nurses, real estate professionals, finance professionals, groundskeepers, IT, construction project managers, client and applicant service workers, janitors, maintenance workers, community builders, supportive housing co-ordinators.

**HIRING INCENTIVES:** Comprehensive flexible benefits program, pension plan, parental leave top-up, professional development opportunities, wellness program, diversity initiatives, community involvement, green commuting incentives, recognition program.

**APPLICATION PROCESS:** Visit the Career Centre online at [bchousing.org/careers](http://bchousing.org/careers) to search and apply for current opportunities.

most challenging issues," says Ramsay. "That's why it is so important that we invest in them, support them and recognize their dedication to making a tangible difference in this province."

Peters couldn't agree more.

"We have an incredible opportunity to make a real difference."

BC Housing | We're proud of our professional, compassionate, forward-thinking employees who make a positive difference in this province every day.



BC Housing  
[bchousing.org/careers](http://bchousing.org/careers)

# Boeing Canada – AeroInfo on leading edge

**JOEL SCHLESINGER**  
Postmedia Works

Boeing has a storied history as an aerospace pioneer, so it is no surprise that the company continues to blaze new trails in designing, manufacturing and maintaining world-class aircraft.

The Boeing Digital Aviation group helps the company leverage the “big data” generated by today’s aircraft to address some of the greatest challenges in aviation today.

“We’re developing leading-edge software solutions based on the insights we get from advanced analytics,” says Bob Cantwell, president and CEO of Boeing Canada’s AeroInfo division.

“We’re solving real-world problems for Boeing’s customers all around the world – making airline operations more efficient and productive.”

Boeing’s operations in B.C. are integral to this success. Located in Richmond, Boeing Canada - AeroInfo’s office houses 350 full-time staff and contractors – including data scientists, programmers and software architects who provide leading-edge solutions and data science insights to Boeing’s global customers.

“Founded 20 years ago and acquired by Boeing four years later, Boeing Canada - AeroInfo is truly one of Vancouver’s original startup success stories,” says Cindy Theriault, the company’s human resources director.

Boeing has operations across Canada, including in Winnipeg, Montreal and Ottawa. And what attracts highly skilled workers to the company is opportunity.

This is particularly the case with its AeroInfo operations in B.C., which is



Boeing Canada - AeroInfo’s drive for innovation attracts many top employees.  
*BOEING CANADA - AEROINFO*

dependent on the skills of specialists in data science and software development to help Boeing maintain its edge in the aerospace industry.

“Every day, we are innovating – building amazing, advanced technology to address the really interesting challenges facing airlines today,” Cantwell says.

“To do that, we’ve created a great environment with the best aspects of a small entrepreneurial group and the stability and long-term perspective of a huge Fortune 100 company.”

Around the world, Boeing is considered a leading place to build a good career, and this year marks the second time Boeing Canada - AeroInfo has been named one of B.C.’s Top Employers.

“The No. 1 thing I hear from our

employees is that they love the flexibility we offer,” says Theriault.

“Our employees have the opportunity to work from home up to two days a week, and any overtime worked is always paid.”

Among other perks are parental leave top-ups of up to 90 per cent of salary for 27 weeks, as well as three weeks of paid vacation for new hires.

Another major attraction is Boeing’s commitment to be a community leader, both locally and globally.

“Global corporate citizenship is very important to Boeing – and giving back to the community is part of our culture,” Cantwell says.

“Every year, we are able to give generously to local non-profit organizations, along with participating in employee and

## Boeing Canada - AeroInfo

**YEARS IN BUSINESS:** 20

**NUMBER OF EMPLOYEES:** 350

**LOCATIONS:** Richmond, B.C.

**HEAD OFFICE:** Chicago, Ill.

**POSITIONS EMPLOYED:** Data scientists, programmers and software architects and related specialists, plus administrative, finance, IT and human resources.

**HIRING INCENTIVES:** Three weeks paid vacation to start, company-paid RRSP, annual bonus, career management and development program, training allowances including degree/certification funding program. Part-time employees eligible for all benefits, including health care spending account and maternity leave top-up.

**APPLICATION PROCESS:** Visit [boeingaeroinfo.com](http://boeingaeroinfo.com)

company-driven fundraising events.”

Boeing is a leading employer not only because it is one of the world’s great innovators in aerospace, but because it’s one of the most innovative companies anywhere.

“We’re doing some incredible things in the aviation industry today, but it’s where we’re going tomorrow that is attracting people,” Cantwell says.

“The flight plan for the company is aggressive, taking us toward the most leading-edge product and software development in the industry.”

*This story was produced by Postmedia Works on behalf of Boeing Canada - AeroInfo for commercial purposes. Postmedia's editorial departments had no involvement in the creation of this content.*



## TRANSFORMING THE FUTURE OF FLIGHT.

[boeingaeroinfo.com/careers](http://boeingaeroinfo.com/careers)



# Fortinet Technologies hiring innovators

JACQUELINE LOUIE  
Postmedia Works

People who want to pursue a career with a leader in network security and grow within the company need look no further than Fortinet Technologies, which offers a fast-paced work environment with an innovative product portfolio.

"With such a hot industry comes a tremendous opportunity for our engineers to be at the forefront of industry innovation," says Fortinet Technologies human resources manager Fiona Ho.

Headquartered in Sunnyvale, Calif., Fortinet has 4,000 employees around the world, with a presence across Canada, the U.S., Latin America, Asia Pacific and Europe. Fortinet has 880 employees in Canada, including 600 at its office in Burnaby, 200-plus employees in Ottawa and a remote sales team across the country.

The world's third-largest provider of network security appliances, Fortinet's mission is to deliver the most innovative, best-performing network security platform to secure and simplify IT infrastructure for businesses.

In addition to its flagship FortiGate firewall appliance, which delivers advanced protection from threats, Fortinet's network security platform includes technologies for network access, application security and management solutions.

For Jill Steele, 30, who has been with the company for nearly two years, Fortinet is a great place to work.

"I have a phenomenal team and I have a lot of support to be successful in my role as a software developer," says Steele, who



A world leader in computer network security, Fortinet Technologies' global R&D efforts are centred in Burnaby, B.C. *ERIC LEUNG*

holds a Bachelor of Engineering degree from Simon Fraser University and a Master's degree in Information Technology from the Tampere University of Technology in Finland.

"We have our own responsibilities, and we always help each other out in solving any problems we might have. It's collaborative, focused and there is a high standard in the quality of the work."

Fortinet prides itself on promoting from within.

"We provide our employees with career advancement opportunities, whether it's becoming more technical or taking on leadership roles," Ho says.

"Secondly, we take care of our top

performers, and when we do those two things consistently well, people stay."

It isn't all work and no play for Fortinet employees, who enjoy employee-run interest groups that include everything from a rock climbing club to a Toastmasters club for public speaking, to go-karting, volleyball, table tennis and more. The company provides financial support to these clubs.

In B.C., Fortinet is hiring — mainly for technical positions, since Burnaby is the company's main global research and development office. Fortinet has openings at all levels, from new graduates to intermediate and senior positions in areas that include hardware, software,

## Fortinet Technologies (Canada)

**YEARS IN BUSINESS:** 16

**NUMBER OF EMPLOYEES:**

880 in Canada, 4,000 globally

**LOCATIONS:** More than 35 global offices, including Vancouver and Ottawa in Canada; and Sunnyvale, New York and Miami in the U.S.

**HEAD OFFICE:** Sunnyvale, Calif.

**POSITIONS EMPLOYED:** Antivirus analyst, intrusion prevention systems analyst, embedded software developer, software developer, quality assurance engineer, web developer, hardware development engineer, release quality assurance engineer, project manager, security evangelist.

**HIRING INCENTIVES:** Competitive salaries, benefits, RRSP matching and stock plans, on-site gyms and fitness classes.

**APPLICATION PROCESS:**

Online at [jobs.fortinet.com](http://jobs.fortinet.com)

quality assurance, technical support and antivirus analysts. Last year, Fortinet hired more than 90 new employees in the Vancouver area.

"There is a lot of growth. And when we look at tapping into the next generation of talent, we are big supporters of that," Ho says, noting that of Fortinet's 95 new hires in 2015, approximately half were new graduates.

*This story was produced by Postmedia Works on behalf of Fortinet Technologies for commercial purposes. Postmedia's editorial departments had no involvement in the creation of this content.*

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# Fraser Health thrives on culture of caring

JACQUELINE LOUIE  
Postmedia Works

As a physician at Fraser Health puts it, working for the healthy authority means “having the opportunity to work with the best in my profession.”

Another employee, a speech language pathologist who commutes nearly three hours to work each day, says “I do it because I love my job.

“I feel privileged to care for our patients and their families,” she adds.

“I am challenged every day, yet I have the pleasure of being surrounded by amazing colleagues that make coming to work not only gratifying, but so much fun.”

This dedication and job satisfaction is an example of what makes Fraser Health Authority one of B.C.'s Top Employers year after year.

At Fraser Health, the focus is on the health authority's patient-centred care environment.

“We work where people are dedicated to delivering care with respect, caring and trust within our patient-centred model,” says recruitment managing consultant James Nielsen.

Fraser Health provides a wide range of integrated health-care services to more than 1.6 million B.C. residents in communities stretching from Burnaby to White Rock to Hope, in settings ranging from acute care hospitals to the wider community, including residential, home health, mental health and public health services.

One of Canada's largest, fastest growing health authorities, Fraser Health offers an inclusive, team-based environ-



An atmosphere of teamwork and caring helps employees at Fraser Health excel. *FRASER HEALTH*

ment with significant opportunities for professional development and career growth. Whether it's on-site yoga classes or professional and career development courses offered to more than 200 leaders per year, Fraser Health is dedicated to remaining one of B.C.'s best workplaces.

“Retention rates are extremely high,” Nielsen says.

Working with exceptional colleagues, having access to programs that encourage career development and growth and receiving opportunities to further their career trajectories are just some of the reasons why new employees join Fraser Health and long-term employees stay.

In the words of a nurse in one of the authority's intensive care units, “We even help each other through the hard times

and support one another with a Thank-you Thursday note or a just a simple hug. I'm very proud to work at Fraser Health.”

The culture of caring inspires Nielsen.

“It's our people who make Fraser Health distinct,” he says. “The pervasive attitude of caring can't be overstated. Regardless of how tough some days can be, with so many pressures, our employees perform so consistently and so professionally.”

A teaching health authority affiliated with the University of British Columbia's Department of Medicine, Fraser Health has an extensive commitment to ongoing learning for staff members seeking growth and development opportunities. Some of its leadership development courses even qualify for credits toward

## Fraser Health

**YEARS IN BUSINESS:** 15

**NUMBER OF EMPLOYEES:** More than 25,000, as well as 2,500 physicians.

**LOCATIONS:** Lower Mainland and Fraser Valley

**HEAD OFFICE:** Surrey

**POSITIONS EMPLOYED:** A wide range of positions, including nurses, health-science professionals, physicians, management, management support and more.

**HIRING INCENTIVES:** Dynamic, rewarding work environment, comprehensive health benefits, four weeks vacation to start, defined-benefit pension plan, relocation allowance (as available).

**APPLICATION PROCESS:** Online at [careers.fraserhealth.ca](http://careers.fraserhealth.ca)

the completion of many master's designations at local universities.

As part of its dedication to employee development, and in partnership with the B.C. Ministry of Health and the nurses' union, Fraser Health invested more than \$10 million in specialty education for employees who want to further their education in a specialized area.

“It speaks to our responsiveness as an employer, ensuring we are building capacity in the people who work here,” Nielsen says.

“The opportunities for personal and professional growth are exceptional, and the communities we support are consistently ranked among the highest in the world.”

*This story was produced by Postmedia Works on behalf of Fraser Health for commercial purposes. Postmedia's editorial departments had no involvement in the creation of this content.*



[careers.fraserhealth.ca](http://careers.fraserhealth.ca)

 [fraserhealthcareers](https://www.facebook.com/fraserhealthcareers)

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 FHCareer



Being a foreigner in this wonderful land I didn't get treated as a stranger at all. Everyone I worked with is just awesome!

Richmond, RN



Starting out as a nurse and now as the manager, Fraser Health has provided an opportunity for personal and professional growth that has kept me energized.

Catherine, Manager



I am faced with exciting new challenges every day. My peers and management team provide me with the support, information and energy and offer me the opportunity to be the best version of me at work.

Folashade, Consultant

# Overwaitea built on offering more

JOEL SCHLESINGER  
Postmedia Works

Overwaitea Food Group has been in business for more than a century. And from the start, its success has been built on a simple foundation: Happy workers equal satisfied customers.

"We're a 100-year-old company with a long history of being a great place to work in Canada," says Darrell Jones, president of Overwaitea Food Group.

"We believe fundamentally as an organization that our greatest asset is our people."

Founded in 1915 by R.C. Kidd, the grocery chain took its name from one of its key marketing strategies: giving customers more. At the time, Kidd was renowned for selling 18 ounces of tea for the price of one pound (16 ounces) — hence the nickname "over weight tea."

And the name stuck. Today Overwaitea — its name shortened for signage purposes — operates more than 140 grocery stores across B.C. and Alberta. And it's now expanding into Saskatchewan and Manitoba.

Known more broadly for its Save-On-Foods stores, Overwaitea has earned a strong reputation for competitive prices, clean, bright stores and excellent customer service.

Overwaitea Food Group is also consistently recognized as a great place to work, including being recently named as one of B.C.'s Top Employers.

"Our founder believed that great people working for him were central to the success of his business, and it's that same belief that is central to our success 100 years later," Jones says. "It's in our DNA."

Certainly the company takes pride in offering an attractive package of benefits



With more than 150 locations across Western Canada, Overwaitea Food Group owes its success to its dedicated team members. **OVERWAITEA FOOD GROUP**

and compensation for its workforce — from a generous pension plan to comprehensive benefits.

The number of team members who have built long-term careers is proof of its success as a top employer in the province and beyond.

"We have thousands of people who have 25-plus years with our organization and that's because we try to make it a place to work where you feel part of something."

And Overwaitea Food Group values its team members' dedication, regularly hosting events recognizing years of service with awards and other perks.

"These may be just small things, but they're part and parcel of our dedication to ensuring our people feel recognized and appreciated."

What also makes the company stand out is its commitment to offering its younger team members the same career opportunities.

"We've tried to build something that's conducive to our diverse team member base that will make them feel connected to the organization," Jones says.

But it's more than just steady work. It's about personal and professional development.

"Those who truly want a career with the Overwaitea Food Group have plenty of opportunity to grow through in-house leadership training programs and a variety of online and face-to-face training," he says. "We'll sometimes even pay for our team members' MBAs."

Moreover, Overwaitea understands good

## Overwaitea Food Group

**YEARS IN BUSINESS:** 101

**NUMBER OF EMPLOYEES:** 15,000

**LOCATIONS:** 151 across Canada

**HEAD OFFICE:** Langley

**POSITIONS EMPLOYED:** Grocery, meat, produce, deli and bakery clerks, cashiers, retail management, finance, IT, merchandising, human resources, marketing, supply chain, real estate and operations professionals.

**HIRING INCENTIVES:** Generous pension plan, flex-health benefits, formal and informal learning opportunities, educational reimbursement, team member scholarships, flexible hours, casual business environment in head office.

**APPLICATION PROCESS:** Online at [owfg.com/join-our-team](http://owfg.com/join-our-team) or [saveonfoodsjobs.com](http://saveonfoodsjobs.com)

compensation is essential for its team members and their families to prosper alongside the company.

"We are committed to providing everyone with the opportunity to earn a living wage," he says.

That's just common sense for a company that has built its success on the success of its people, Jones adds.

"It's really not just one particular perk or benefit that makes it a great employer," he says. "It's a whole bunch of initiatives layered strategically, making it a great place to work."

This story was produced by Postmedia Works on behalf of Overwaitea Food Group for commercial purposes. Postmedia's editorial departments had no involvement in the creation of this content.

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Overwaitea Foods



# Wisdom of founders inspires Providence

SHANNON SUTHERLAND-SMITH  
Postmedia Works

A unique combination of collaboration, compassion and innovation make Providence Health Care a great place to work.

Providence Health Care (PHC) is one of the largest faith-based health care organizations in Canada, operating 16 facilities in Greater Vancouver. Providence welcomes the challenge of caring for some of our society's most vulnerable populations.

"Our workforce is full of people who share a common philosophy of caring for society's most vulnerable people in a person-centred approach that aligns with our mission, vision and values," says recruitment adviser David Haffey.

"This has created the ideal place where people wish to be served and treated and want to visit and want to work. We also are a large enough organization to help staff follow their dreams working in different parts of the organization."

Haffey says the staff enjoys the team culture and appreciates the respectful environment, regardless of a person's position and cultural or ethnic background.

"People are recognized for their contributions and their voices are heard," says Haffey.

"Our leaders take time and show interest in understanding their challenges and support them in opportunities for continuous learning and development."

There is also a high priority placed on appreciating the unique talents and skills that each person brings to the organization.

Jo-Anne Tait, program director in elder care and palliative services, says she



The unique talents of each employee are recognized in Providence Health Care's collaborative work atmosphere. Above: 2015 Mission Award recipients. PROVIDENCE HEALTH CARE

makes an effort to understand each staff member on an individual level.

"I learn about what makes their heart sing inside and outside of work — what their dreams are," says Tait.

"Then I try to figure out ways to help them reach their goals. I also recognize that each staff member's journey is unique. I try to understand their work environments and am present as much as I am able to be. I engage with them to help identify opportunities and challenges and work with staff to help create the future together."

She says she knows that the organization's evolution directly affects people's growth as individuals, and that awareness creates a sense of responsibility that she takes very seriously.

However, a long-standing history creates the bonds that are needed to work well as a team in environments that are rapidly evolving.

Challenges related to staff shortages as people retire are likely, Tait says, and they will definitely be losing the "infinite wisdom" of those who have spent decades learning and growing within the organization and putting that knowledge to use.

"Even now, fewer and fewer staff members remember working with the sisters who impacted the philosophy of care and held a standard of caring for the most vulnerable people in our society," says Tait.

"PHC will need to continue to challenge ourselves to ensure that we are serving people who are the most

## Providence Health Care

**NUMBER OF EMPLOYEES:** 6,595

**LOCATIONS:** Various sites around greater Vancouver

**HEAD OFFICE:** 1190 Hornby St., Vancouver

**POSITIONS EMPLOYED:** Various health-care positions, both clinical and business related, including those pertaining to the aging, mental illness, urban health, renal risks and illness, cardiopulmonary and HIV/AIDS.

**HIRING INCENTIVES:** Relocation assistance and employee referral program; professional development opportunities; staff recognition; employee benefits program with extended medical and dental care; pension plan; employee family assistance program; sick leave; mentoring; four weeks' vacation entitlement per year; volunteer community outreach.

**APPLICATION PROCESS:** Online at [providencehealthcare.org/careers](http://providencehealthcare.org/careers)

vulnerable and holding ourselves to the high standard set for us by our founding congregations."

It's that sense of purpose to fulfil the goals and dreams of the founding congregations of sisters that keep leaders today motivated to attract and retain staff who are committed to excellence.

This story was produced by Postmedia Works on behalf of Providence Health Care for commercial purposes. Postmedia's editorial departments had no involvement in the creation of this content.



[providencehealthcare.org](http://providencehealthcare.org)

Providence  
HEALTH CARE



# Grow and innovate with Surrey Schools

**ALEX FRAZER-HARRISON**  
Postmedia Works

Spread across one of the geographically largest and fastest-growing cities in British Columbia, Surrey Schools is the city's largest employer.

With approximately 10,000 teachers, administrators, professionals and support staff serving more than 70,000 students in 125 schools, providing an engaging and satisfying work environment can be a challenge. Yet Surrey Schools succeeds, in part by providing many opportunities for personal and professional growth, and also by keeping a focus on shared priorities that revolve around student learning.

"We have a culture shared and embraced by everybody," says human resources executive director Loris Pante. "We work to support children and that is a common thread for us all."

A tremendous organization-wide commitment to realizing the district's vision makes Surrey Schools an enviable place to work.

"We prepare our learners to think creatively and critically, communicate skillfully and demonstrate care for self and others," says Pante.

The pride felt in making a difference to children is immensely rewarding. Seeing the faces of students who achieve their goals, stretch themselves beyond their imaginations and marvel at the wonder of learning is the most rewarding aspect of a career with the district.

Five years ago, Surrey Schools consolidated several office locations and facilities into a centrally located District Education Centre (DEC). The Surrey



All Surrey Board of Education trustees personally thank each 25-year employee at the board's annual long-service reception. Honourees are also given a gift and entertained by student performers. Trustees also host an annual retirement dinner. *DOUG STRACHAN*

Board of Education and district leadership ensured the DEC was a great place to work. Besides extensive use of wood features, the building maximizes natural light. A catered cafeteria offers healthy meal alternatives and in-house fitness facilities tie into Surrey Schools' wellness initiatives.

Pante says the District Education Centre embodies the culture created among the staff of Surrey Schools, which has been recognized as one of B.C.'s Top Employers.

By virtue of its size, and the fact that

Surrey is a growing school district, it is able to attract top talent. This far-reaching talent is not limited to the exceptional teachers, administrators and support staff. The team stretches from the shop floor to the boardroom. Behind the scenes are individuals who work to ensure schools operate safely and efficiently on a daily basis including, but not limited to, staff in trades, information management, human resources, finance, payroll and facilities management.

The Surrey School District team of more than 10,000 employees works tire-

## Surrey Schools

**YEARS IN BUSINESS:** 100

**NUMBER OF EMPLOYEES:**

Approximately 10,000

**LOCATIONS:** District Education Centre, 101 elementary schools, 19 secondary schools, other facilities.

**HEAD OFFICE:** 14033 92nd Ave., Surrey

**POSITIONS EMPLOYED:**

Superintendents, management, human resources, payroll, finance and accounting, administrators/principals, teachers (general education and specialized positions, i.e. counsellors, psychologists, vision teachers, etc.), support staff, IT, trades.

**HIRING INCENTIVES:** Largest growing school district in B.C. offering economies of scale for growth and development; Diverse community including extensive aboriginal and international programs; Comprehensive benefits package; Leader in green initiatives; Wellness program including in-house fitness facility and catered cafeteria at head office.

**APPLICATION PROCESS:** Online ([surreyschools.ca](http://surreyschools.ca)) and paper submissions.

lessly every day to ensure children are getting the best start they can, preparing them to be our leaders of tomorrow. This is where Surrey comes to learn.

For more information, visit [surreyschools.ca](http://surreyschools.ca).

*This story was produced by Postmedia Works on behalf of Surrey Schools for commercial purposes. Postmedia's editorial departments had no involvement in the creation of this content.*



"We prepare our learners to think creatively and critically, communicate skillfully, and demonstrate care for self and others."



[careers.surreyschools.ca](http://careers.surreyschools.ca)  
[www.surreyschools.ca](http://www.surreyschools.ca)

# St. George's a first-class workplace

SHANNON SUTHERLAND-SMITH  
Postmedia Works

St. George's School has learned a few things about how to show appreciation for and invest in its staff.

This 86-year-old, internationally recognized independent boys' school is known for academic excellence and building character in young men.

Its reputation as a great place to work is also well established after being named one of B.C.'s Top Employers for five years running.

"While we are a mid-size employer with just over 240 employees, we make every effort to deal with each person as an individual and try to work with them to support their individual needs," says Karen Potter, director of human resources at the school. "The employees' voices are heard and, in many ways, they drive key initiatives within the human resources plan."

The most recent annual employee survey had the highest participation yet; with more than 85 per cent of employees responding and indicating that the school is a great place to work.

Employees are shown they are valued, and this helps create a culture of gratitude and instills confidence in staff as well. Verbal thanks, personalized cards and notes, gift certificates, staff parties and barbecues are all tools used to express appreciation.

"Through our anniversary program, our employees receive a personalized note from the headmaster, Dr. Tom Matthews, along with a gift certificate to a restaurant of their choice," says Potter.

Whether it's a floral bouquet sent for compassionate reasons or a gift card to welcome a staff member's new baby,



St. George's School staff have a little fun on Halloween. ST. GEORGE'S SCHOOL

Potter says the school excels at recognizing staff.

The school also supports its employees in their professional growth and development. In-house collaboration time, staff training, conferences, school visits, mentoring, job shadowing and support for advanced education and certification are priorities for St. George's.

"The school also continues to host conferences that put us on the map in terms of boys' learning and education," says Potter. "For example, we will be hosting the International Boys' School Conference in June 2016. More than 800 delegates from boys' schools around the world are expected to attend."

The school also invests in the health and wellness of employees by offering services

such as massage, physiotherapy, acupuncture, plus osteopath and naturopathic treatments on-site.

"These services are all covered through the school's benefit programs. Bringing them on-site enables our employees to find the time to book appointments more easily," says Potter.

"We also provide classes such as yoga and tennis at no cost to our employees to encourage them to engage in practices that keep them healthy. We offer staff swimming in our Olympic-size pool and we also have an on-site fitness centre available to our employees."

She says when staff come to work at the school, they tend to stay.

Our longest-serving teacher has been with the school for 39 years, and at least

## St. George's School

**YEARS IN BUSINESS:** 86

**NUMBER OF EMPLOYEES:** 240

**LOCATIONS:** Two campuses in Vancouver at 4175 West 29 Ave. and 3891 West 29 Ave.

**HEAD OFFICE:** Vancouver

**HIRING INCENTIVES:** Pension, extended health/dental benefits, leave-of-absence programs, top-up programs for leaves, health and wellness initiatives, professional development program, robust vacation program, on-site gym, pool, staff yoga and tennis, on-site access to health practitioners, referral fee program.

**APPLICATION PROCESS:** Email resume; Teaching applicants complete teacher insight assessment online.

six per cent of our employees have been with St. George's for 25 years or more.

"Employee engagement is top of mind for us as a result" says Potter.

"With our commitment to boy-centred, 21st century learning," says headmaster Matthews, "we need to inspire our teachers and staff so that they effectively prepare students to flourish in and make a positive contribution to an increasingly complex, rapidly changing world. This is no easy task."

"As well, we want to ensure that our employees are growing over the course of their careers with the school and that they feel they are contributing in a meaningful way to our mission of 'Building Fine Young Men. One Boy at a Time.'"

*This story was produced by Postmedia Works on behalf of St. George's School for commercial purposes. Postmedia's editorial departments had no involvement in the creation of this content.*



— SINE TIMORE AUT FAVORE —  
ST. GEORGE'S SCHOOL



## BUILDING FINE YOUNG MEN. ONE BOY AT A TIME.

[www.stgeorges.bc.ca](http://www.stgeorges.bc.ca)

# Communication key at the TransLink enterprise

**ALEX FRAZER-HARRISON**  
Postmedia Works

When you're as diverse as TransLink, Metro Vancouver's transportation authority, it can be a challenge keeping more than 6,700 employees engaged when they're spread across the largest transit-service area in Canada.

TransLink's mentorship program is just one avenue the company uses to foster cross-enterprise understanding within the organization.

"I've been at TransLink for three years, and was previously a student with them doing my master's," says Sabrina Lau Texier, project manager with engineering and project services, who joined the mentorship program as a "mentee."

Her early work with TransLink included concept designs for passenger facilities such as bus exchanges and SkyTrain stations, including Burquitlam Station on the new Evergreen Extension.

She says she signed up for the mentorship program because, "I like to soak up as many opportunities as possible. I didn't know the person I was paired with or what his department did, so I was able to learn more about him and his business model."

Lau Texier's partner was Dan Savitsky, director of fleet technical support for Coast Mountain Bus Co. (CMBC), the TransLink operating company that runs the hundreds of buses that crisscross its 1,800-square-kilometre service area, plus the SeaBus.

"I've had mentors in the past in other industries and found it to be a valuable experience," says Savitsky. "It's an opportunity from my side to get to know other



Project manager Sabrina Lau Texier, left, with Dan Savitsky, director of fleet technical support for Coast Mountain Bus Co. *TRANSLINK*

parts of the organization — it's important to understand what's going on in other areas and it's interesting when you're listening to people talk about their issues and concerns.

"One of the things that came through to me is that some challenges and problems are universal. Everybody is experiencing the same kinds of issues."

For Lau Texier, it was a chance to "get out of the comfort zone," and it's helped her become better at her own job.

"I like to foster and develop relationships with everyone I work with."

She's gone on to become a mentor

herself at the School of Community and Regional Planning at the University of British Columbia.

Savitsky says one of the things that makes the TransLink enterprise a top employer is the people.

"This is the seventh different industry I've been in. I come from a heavy industry background," he says. "For me, it's an opportunity to do a bit of give-back — contributing to what's going on here, both socially and environmentally in the transit system."

The mentorship program is just one example of how employees at TransLink,

## TransLink

**YEARS IN BUSINESS:** 16 as TransLink, began as B.C. Electric Railway Company in 1886

**NUMBER OF EMPLOYEES:** 6,751

**LOCATIONS:** 19 throughout Lower Mainland

**HEAD OFFICE:** New Westminster

**HIRING INCENTIVES:** Competitive compensation and comprehensive health and wellness benefits; free transit passes; EAP and three weeks vacation to start; professional development, training and mentorship programs; recognition programs; defined-benefit pension plan.

**APPLICATION PROCESS:**

[translink.ca/careers](http://translink.ca/careers).

BC Rapid Transit Company, CMBC and Transit Police get involved to give back to the organization, says Ana Lopez, vice-president of human resources.

"All our employees are devoted to delivering quality service to our customers and it's HR's job to invest in training, leadership development and health and wellness programs to enable them to do so," she says.

Last year, more than 1,000 employees took part in in-house training courses. A reliable transit and transportation system relies on the skill and commitment of everyone from frontline staff to executives, Lopez adds.

For more information, visit [translink.ca/careers](http://translink.ca/careers).

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# Put your future in motion.

Visit [translink.ca/careers](http://translink.ca/careers)



Transit Police



# Opportunities abound at UFV

JOEL SCHLESINGER

Postmedia Works

By most people's standards, Fiona MacDonald had it made.

A professor of political science at the University of Manitoba, she was happy in her work and on track for a tenured position. But when she was given the opportunity to teach in her area of expertise at the University of the Fraser Valley, she jumped at the chance and moved west.

"When the opportunity came up a couple of years ago to work here, it was to teach political theory," MacDonald says about her faculty position in political science at UFV. The setting in the Fraser Valley and the small class sizes were critical components in her decision.

"I really liked UFV when I visited and taught a course during my sabbatical," she says. "It's beautiful here and relatively new, and what is so great is you see a wide variety of students and classes are small enough that you get to know the students as individuals."

MacDonald says UFV is known as an excellent place for students seeking a more personal learning experience and where students know professors on a first-name basis.

The UFV community enjoys a culture of collaboration enabling the development of progressive and innovative academic programs and campus facilities. Recent university-wide projects include generating a set of UFV-specific institutional learning outcomes, starting an indigenizing-the-academy initiative, and launching a visioning process aimed at shaping the future of UFV until the year 2025.

"Community engagement has



The University of the Fraser Valley shines with strong workplace culture, competitive salaries, excellent benefits and opportunities for growth. *UNIVERSITY OF THE FRASER VALLEY*

always been a core value for our regional, teaching-focused university," says Diane Griffiths, UFV associate vice-president of human resources.

"UFV strives to be continually engaged with, and serving the needs of, our students and our surrounding communities. We are a leader in social, cultural, economic and environmentally conscious development in the Fraser Valley."

UFV is known as a great place to build a career. Besides compensation that includes competitive pay, comprehensive benefits and an excellent pension plan, UFV shines as one of B.C.'s Top Employers simply because of its workplace culture.

Faculty, staff and administrators enjoy optimal working conditions.

Dan Kinvig, communications co-ordinator for the university's athletic teams, counts himself among its collegial,

friendly workforce. The former newspaper sports editor decided to take his career in a new direction last fall, making the leap from reporting to public relations.

Like many of his colleagues, he saw the opportunity for growth as a main attraction at UFV.

"The new challenges the job offered were a big draw for me — I had the chance to learn and grow."

Equally important was its atmosphere. "When I was making my decision, I knew a few staff members on campus and asked them about working here," he says.

"The impression I got is that people really enjoyed working at UFV and that's what I've found so far."

UFV is a fully accredited public university offering more than 100 programs, including two master's degrees, 15

## University of the Fraser Valley

**YEARS IN BUSINESS:** 42

**NUMBER OF EMPLOYEES:**

Approximately 1,500 full and part-time

**LOCATIONS:** Abbotsford, Chilliwack,

Mission, Hope and Chandigarh, India

**HEAD OFFICE:** Abbotsford

**POSITIONS EMPLOYED:** Annual

openings for faculty, staff and administrators.

**HIRING INCENTIVES:** Competitive salaries, excellent benefits, pension plan, maternity and parental leave top-up, employee and family assistance plans, professional development opportunities, health and wellness programs, commitment to employment equity and workplace diversity, affordable housing and great lifestyle opportunities.

**APPLICATION PROCESS:** Online at [ufv.ca/hr/careers](http://ufv.ca/hr/careers)

bachelor's degrees and more than a dozen trade and technology programs. UFV is also home to three research chairs and focuses on applied research in addition to teaching.

Located in the beautiful Fraser Valley, the spectacular natural environment surrounding UFV's campuses provides easy access to outdoor recreational activities and urban amenities, with housing that is more affordable than in larger nearby cities. The Fraser Valley is one of Canada's most ethnically diverse regions.

This story was produced by Postmedia Works on behalf of University of the Fraser Valley for commercial purposes. Postmedia's editorial departments had no involvement in the creation of this content.

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[ufv.ca](http://ufv.ca)

# YVR: Energetic hub welcomes the world

**JOEL SCHLESINGER**  
Postmedia Works

No day is like the next at Vancouver International Airport (YVR).

With tens of thousands of visitors arriving and departing daily, YVR is a nexus of the human experience.

And it's that diversity of daily life that makes it one of the more sought-after places to work in all of British Columbia, says Craig Richmond, president and chief executive officer of the Vancouver Airport Authority.

"And because no two days are ever the same, it takes a whole crew of folks in many different departments, both customer-facing and behind the scenes, to make this all happen."

Many of its 400-plus workers serve as the city's unofficial ambassadors — among the first people to welcome the world to the city. That's part of its allure, says Karen Mok, an internal control and financial reporting specialist at YVR.

"What makes YVR a special place to work is the amazing, dedicated team of people, all working toward building something great for our community and for the world to experience when they come to visit our great city."

For many, it's more than a job to pay the bills. It's a career — and then some, says Elise Fullerton, an airside co-ordinator.

"YVR has a cool factor," she says. "As soon as you walk through the door a sense of pride consumes you."

It's that spirit of dedication that has led to YVR being named the Best Airport in North America in the Skytrax World Airport Awards for six consecutive years.

But it's not just the job duties that keep



Many of the Vancouver Airport Authority's employees serve as the city's unofficial ambassadors.

**VANCOUVER AIRPORT AUTHORITY**

its workers engaged. Comprehensive compensation, benefits and career development opportunities certainly help, too.

"This past year we created Creativity and Innovation @ YVR, a customized training program that embeds innovation by enabling our team to understand the role of innovation in our business and to explore how tools can build capacity for creativity and for leading innovation in teams," Richmond says.

YVR is also an industry leader in health and safety initiatives, with programs encouraging work-life balance and wellness.

Some of its initiatives include boot camp classes, lunch-time yoga classes, smoking cessation programs and lunch 'n learns.

The personal development of each employee is a cornerstone of its workplace culture, too.

"Each employee at YVR has an annual individual development plan outlining

personal and professional goals for the year," Richmond says.

And as one of B.C.'s Top Employers, YVR follows through on the feedback it receives, helping its workers build a better future for themselves.

"The organization provides extensive and varied training to support their goals — from trade ticketing to industry conferences and accreditation."

The emphasis on safety is also strong at YVR. A positive safety culture helped the airport receive an exceptionally high response rate and overall score in its safety perception survey. The airport was also recognized as one of Canada's Safest Employers in 2015.

The benefits of working at YVR extend beyond the airport's doors, too. Workers often pay it forward in their communities, supporting several charities, including raising almost \$75,000, matched by the

## Vancouver Airport Authority

**YEARS IN BUSINESS:** 23

**NUMBER OF EMPLOYEES:** 450

**HEAD OFFICE:** Richmond

**POSITIONS EMPLOYED:** Trades, technical professionals, human resources, administration, legal, finance, clerical, health and safety, operations and emergency services.

**HIRING INCENTIVES:** Competitive wages; medical, dental and extended health benefits; RRSP-matching program; leadership and capability development programs; tuition reimbursement programs; incentive-based rewards program for making healthy, balanced and sustainable lifestyle choices; health and fitness programs such as yoga and boot camp; employee family and assistance program; green commuter rebate program.

**APPLICATION PROCESS:** Online at [yvr.ca/careers](http://yvr.ca/careers)

employer, for the United Way.

For Oge Anoleifoh, an environmental technician at the airport, it's this sense of community that makes YVR an exceptionally great place to work.

"There are a variety of opportunities to connect with other employees, passengers and the community. I'm very honoured to be a YVR employee."

*This story was produced by Postmedia Works on behalf of the Vancouver Airport Authority for commercial purposes. Postmedia's editorial departments had no involvement in the creation of this content.*

**PROUD TO BE ONE OF  
BRITISH COLUMBIA'S  
TOP EMPLOYERS FOR  
10 YEARS IN A ROW**



# City of Vancouver mirrors citizens' diversity

The City of Vancouver relies on the innovation and expertise of its employees to help deliver on its ambitious goals.

"We work to ensure that everyone, at every level of the organization, has the opportunity to create new solutions, to improve processes and to find innovative, cutting-edge responses to better serve our citizens," says Sadhu Johnston, acting city manager.

The City provides municipal services for Vancouver's approximately 650,000 residents, including emergency services (police, fire and rescue), parks and recreation, engineering services, community services (culture, social policy, housing), planning and development, library, and the government administration of those services.

Approximately 10,000 employees deliver those services, 24 hours a day, 365 days a year.

Vancouver also has a strong commitment to diversity, to better reflect the community it serves. The City is involved in programs with aboriginal employment agencies that help to recruit First Nations people to work for the organization.

Additionally, many immigrant professionals participate in a mentoring program that aims to help newcomers to Canada integrate into the local labour market.

Most recently Vancouver has committed to assisting Syrian refugees moving to the Lower Mainland and has contributed more than \$4 million in land and grants for the construction of a new, innovative welcome house for refugees.

Employees have also been encouraged to find ways to welcome new arrivals.

Marina Kuznetsova came to Canada from Russia in 2004 and has been with the



The City of Vancouver's commitment to diversity includes programs to hire and advance First Nations and immigrant employees. *CITY OF VANCOUVER*

City for almost nine years.

Kuznetsova says she invested a significant amount of time researching potential employers before applying for a job with the City of Vancouver.

"I was looking for an organization where there was diversity and a variety of different backgrounds.

"I found that there were resources and people within the City who were really helpful to me along the way."

Like Kuznetsova, city staff are encouraged to continue to develop their careers, and the breadth of work done at the City provides its employees opportunities for advancement.

The City of Vancouver's comprehensive corporate learning and development program facilitates learning of new skills, building professional capacity and developing leaders.

The City is also continually innovating how employees deliver services.

Employees, regardless of where they work, are encouraged to help the municipality move forward with its goals, including addressing homelessness and housing affordability, the healthy city strategy and becoming the greenest city in the world by 2020.

In support of those goals, the City provides employees with many options for getting to work sustainably. Its sustainable commuting program includes facilities for bikes, carpool programs, subsidized transit and rewards for utilizing them.

Kuznetsova says she appreciates the benefits and the opportunities that working at the City have afforded her as a new Canadian.

"When you make such a big move as immigrating to a new country, you want to take advantage of the opportunities, and I have had lots of amazing experiences in this organization."

## City of Vancouver

**YEARS IN BUSINESS:** Incorporated in 1886

**NUMBER OF EMPLOYEES:** 10,000

**LOCATIONS:** Vancouver City Hall, plus numerous work yards, community centres, libraries, fire halls and police stations.

**HEAD OFFICE:** Vancouver

**POSITIONS EMPLOYED:** Archivists, citizen service representatives, cleaners, clerical and administration, engineers, executives, firefighters, inspectors, labourers and operations workers, librarians, planners, police officers, recreation centre staff, technicians, theatre attendants, tradespeople and corporate professionals in areas such as business planning, communications, finance, human resources, information technology, legal and purchasing.

**HIRING INCENTIVES:** In-house and online training programs, tuition and apprentice subsidies, competitive compensation. Comprehensive benefit packages include health benefits, vacation and time off, a defined-benefit pension plan, life and disability insurance, maternity leave top-ups, fitness programs and green commuting incentives.

**APPLICATION PROCESS:** Online at [vancouver.ca](http://vancouver.ca)

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