



BRITISH COLUMBIA's Top Employers 2014



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Worker exodus highlights hiring challenges

The turnover is underway — the baby-boomer generation is giving way to successors in the workplace.

Hiring trends across Canada show employers looking to recruit skilled professionals and tradespeople to replace growing numbers of retiring boomers. But those same employers are also hedging their bets by developing phased-retirement programs in an effort to retain older, experienced workers as long as they can, says Richard Yerema, managing editor of Canada's Top 100 Employers and sister competitions in most provinces (operated by Mediacorp Canada Inc.)

"On the point of the boomers' exodus ... employers have been planning for this for well over a decade," Yerema says. "It's upon us now and there is definitely an ongoing challenge to recruit skilled workers in a range of professions.

"For younger Canadians preparing to enter the workforce, identifying where the skilled shortages are now and where they will be in the future should very much be incorporated into their thinking when considering what they'll do for a living," he says.

Employers who make the Top 100 have to be competitive across all areas of compensation and benefits, Yerema says, and they must show the kind of corporate growth and stability that enables upward mobility for workers while offering career stability.

"From the softer benefits (corporate culture) to health and family-friendly benefits, to training and development, to personal and vacation time, to financial and pension planning — the best employers try to address all aspects of an employee's experience," he says.

New grads look most closely at pay, professional development and work-life



To make the grade as one of Canada's Top 100 Employers, companies must offer attractive compensation and benefits, plus other popular perks.

balance, while experienced hires tend to examine pension plans, family-friendly benefits and long-term security.

"A rewarding career at an employer that provides the kind of benefits that help you perform and grow in your job and enjoy the kind of security that helps you plan and support your life outside of work is a tough combination to beat when it comes to attracting and retaining qualified personnel."

Yerema says it's no surprise that Alberta and Saskatchewan are looking for engineers, geo-scientists and service skills for the energy sector, that Saskatchewan's potash industry needs technical and business skills, or that Newfoundland and Labrador needs a full array of oil and gas trades and professions.

Experienced project development people are particularly in demand as the energy industry builds new oilsands projects and plans for liquefied natural gas (LNG) developments on the West Coast.

But that's not all — in Montreal, they're looking for high-tech skills, and Ontario is rebuilding automotive and high-tech numbers.

Western Canada continues to lead the nation, where the growth of companies is concerned, Yerema says, adding that the rest of the country, including Atlantic Canada, has painted a remarkably stable picture over several years.

"There's opportunity in every region of the country and I think that has to be very encouraging for job-seekers across Canada," he says.

BC's Top Employers

1-800-GOT-JUNK?
6S Marketing Inc.
AbeBooks Inc.
ACL Services Limited
BC Assessment
BC Hydro
BC Public Service
British Columbia Institute of Technology
British Columbia Liquor Distribution Branch
British Columbia Lottery Corporation
British Columbia Children's Hospital Foundation
Cactus Restaurants Limited
Canfor Corporation
Coast Capital Savings Credit Union
College of Physicians and Surgeons of British Columbia
College of Registered Nurses of British Columbia
Columbia Power Corporation
Connect Hearing
Davis LLP
Deeley Harley-Davidson Canada
Douglas College
ERM Rescan
Family Insurance Solutions Inc.
Flatiron Construction Corporation
Fraser Health Authority
Global Village Consulting Inc.
Goldcorp Inc.
Great Little Box Company Limited
Hatfield Consultants Partnerships
HP Advanced Solutions Inc.
Insurance Corporation of British Columbia
Interior Health Authority
Knight Piésold Limited
Kwantlen Polytechnic University
League Financial Partners
Ledcor Group of Companies
Mountain Equipment Co-op
Nature's Path Foods Inc.
Nintendo of Canada Limited
Overwaitea Food Group LP
Perkins+Will Canada Corporation
Plenary Group Canada
Provincial Health Services Authority
QHR Technologies Inc.
Sierra Systems Group Inc.
Simon Fraser University
SRK Consulting (Canada) Inc.
St. George's School
Surrey, City of
Teligen (Canada) Limited
TELUS Corporation
University of British Columbia
University of Northern British Columbia
Vancouver Airport Authority
Vancouver City Savings Credit Union
Vancouver Island Health Authority
Vancouver, City of
Vector Aerospace Helicopter Services Inc.
West Fraser Timber Co. Limited
Whistler Blackcomb

Employer	Industry	Interest Points	City	FT Employees in Canada
1-800-GOT-JUNK?	Solid Waste Collection	Maternity leave top-up payments (to 75 per cent of salary for 19 weeks), as well as extended health benefits coverage throughout the duration of leave and flexible back-to-work arrangements; more than 200 franchise operations across North America, as well as Australia; maintains an environmental focus diverting items from the landfill whenever possible, donating usable items to charity and ensuring proper recycling of waste, having diverted more than one billion kilograms of waste from landfills; profit-sharing plan.	Vancouver	160
6S Marketing Inc.	Marketing Consulting Services	Variety of alternative work arrangements, including flexible hours, telecommuting, shortened and compressed work week options and reduced summer hours; in-house and online training programs; formal mentoring; subsidies for tuition and professional accreditation; maternity and parental leave top-up payments to employees who are new mothers (to 90 per cent of salary for six weeks).	Vancouver	26
AbeBooks Inc.	Electronic Shopping	Signing bonuses for some employees; referral bonuses (to \$1,000); share-purchase plan; maternity leave top-up payments and flexible return-to-work hours; annual health-club subsidy and employee organized sports teams; in-house and online training programs; formal mentoring; subsidies for tuition and professional accreditation.	Victoria	93
ACL Services Limited	Custom Computer Programming Services	Matching RRSP contributions; profit-sharing plan; generous referral bonuses (up to \$2,500); tuition subsidies (to \$1,000); subsidies for professional accreditation; in-house and online training programs.	Vancouver	163
BC Assessment	Public Finance/Property	Maternity and parental leave top-up payments that extend for the full year duration of leave; parental leave top-up for new fathers and adoptive parents; three weeks of paid vacation and considers previous work experience when setting vacation entitlements; alternative working options, including flexible hours, 35-hour work week (with full pay) and shortened and compressed work week options; in-house training; mentoring; career-planning support; full tuition subsidies for courses taken at outside institutions; contributions to a defined-benefit pension plan.	Victoria	720
BC Hydro	Hydroelectric Power Generation	Retirement-planning assistance and phased-in work options; generous contributions to a defined-benefit pension plan; in-house and online training programs; career-planning services; in-house apprenticeship opportunities; leadership training; tuition subsidies for courses taken at outside institutions; maternity leave top-up payments (to 85 per cent of salary for 17 weeks); subsidy for in-vitro fertilization (IVF) when needed (to \$15,000); academic scholarship program for post-secondary studies (to \$1,500 per child of employee).	Vancouver	4,909
BC Public Service	Provincial Government	Maternity leave top-up payments for employees who are new mothers (to 85 per cent of salary for 15 weeks) followed by parental leave payments (to 75 per cent for 35 weeks); new father and adoptive parent parental leave top-up payments (to 75 per cent of salary for 35 weeks), with option to extend new-parent leave into an unpaid leave of absence and, upon their return, can take advantage of onsite day-care centres operating at some locations across the province; up to 60 annual scholarships for children of employees who pursue post-secondary studies (to \$2,500 each); retirement-planning assistance; defined-benefit pension plan; head office onsite amenities include an employee lounge, cafeteria with health menus and a fully-equipped fitness facility, with subsidized membership and instructor-led classes; three weeks of paid vacation allowance to start, moving to seven weeks for long-standing employees; tuition subsidies for job-related courses; in-house and online training programs; internship program for aboriginal youth.	Victoria	25,603
British Columbia Institute of Technology	Post-secondary schools	Onsite amenities, including free access to a fitness facility (with state-of-the-art exercise equipment, sauna and basketball court), quiet room for meditation and religious observance, employee lounge and cafeteria with healthy and special diet menus; retirement-planning assistance and phased-in work options; contributions to a defined-benefit pension plan; maternity and parental leave top-up payments (to 75 per cent of salary for 52 weeks), as well as parental top-up for new fathers and adoptive parents (to 75 per cent of salary for 37 weeks), depending on employee group; in-house Green Team that champions a variety of sustainability initiatives across the campus throughout the year.	Burnaby	1,764
British Columbia Liquor Distribution Branch	Liquor Control and Distribution	Support charitable initiatives; gives employees paid time off to volunteer with their favourite community organization; in-house and online training programs; formal mentoring, leadership training; tuition subsidies for courses taken at outside institutions; academic scholarship program for children of employees who pursue post-secondary education (to \$2,500 per child); maternity and parental leave top-up payments for employees who are new mothers (to 85 per cent of salary) for 17 weeks followed by 75 per cent of salary for 35 weeks; new father and adoptive parent parental leave top-up payments, depending on employee group; onsite day-care facility.	Vancouver	2,114
British Columbia Lottery Corporation	Gambling Industries	Year-end bonuses; referral bonuses (to \$1,000); employer contributions to a defined-benefit pension plan; maternity leave top-up payments (to 85 per cent of salary for 17 weeks); subsidy for in-vitro fertilization (IVF) when needed (to \$10,000), depending on employee group; in-house and online training programs; generous tuition subsidies for courses taken at outside institutions and leadership training; head office onsite amenities include a fitness facility, employee lounge and cafeteria with healthy menus and subsidized meals.	Kamloops	804
British Columbia Children's Hospital Foundation	Social Advocacy	Flexible work hours; telecommuting; shortened and compressed work week options; formal earned days-off program; maternity top-up payments (to 85 per cent for 17 weeks) followed by a parental leave top-up (to 75 per cent of salary for 10 weeks); parental leave top-up payments to new fathers and adoptive parents (to 75 per cent of salary for 10 weeks); in-house and online training programs; financial bonuses for some course completion; leadership training; tuition subsidies for courses taken at outside institutions; contributions to a defined-benefit pension plan.	Vancouver	90
Cactus Restaurants Limited	Full-Service Restaurants	Signing and year-end bonuses for some employees; referral bonuses for employees that refer a candidate who is successfully hired by the company (to \$1,000); annual health-club subsidy and employee organized sports teams; in-house training programs; career planning services; financial bonuses for some course completion; leadership training and generous tuition subsidies for job-related courses (to \$5,000); Canada's largest in-house apprenticeship programs for employees pursuing Chef Red Seal certification, providing three months of paid educational leave for each year of the three-year program; supports charitable initiatives; gives paid time off to volunteer.	Vancouver	3,231
Canfor Corporation	Sawmills	Alternative work arrangements, including flexible hours, telecommuting and shortened and compressed work week options, varying by employee group; in-house apprenticeship opportunities; subsidies for professional accreditation; tuition subsidies for courses taken at outside institutions; retirement-planning assistance with phased-in work options; contributions to a defined-benefit pension plan, depending on position.	Vancouver	4,303
Coast Capital Savings Credit Union	Credit Unions	Three weeks' paid vacation to start (moving to four weeks after five years on the job); up to five paid personal days off each year; tuition subsidies (to \$1,500 each year); career-planning services, in-house and online training programs; extra financial benefits, including low-interest home loans, discounted financial services, profit sharing and year-end bonuses; new employee referral bonuses, from \$250 to \$5,000 depending on the position.	Surrey	1,455
College of Physicians and Surgeons of British Columbia	Professional Organizations	Variety of alternative work arrangements, including flexible hours, telecommuting, shortened and compressed work week options and a formal earned days-off program; free memberships to the onsite Hotel Georgia's fitness centre, complete with a 52-foot (15.8-metre) lap pool, sauna and spa facilities; maternity and parental leave top-up payments to employees who are new mothers (to 75 per cent of salary for 52 weeks) and offers extended-health benefits coverage throughout the duration of their leave; three weeks' vacation to start, as well as additional time off during the Christmas holidays; financial benefits include signing and year-end bonuses for some employees; contributions to a matching RRSP; defined-benefit or defined-contribution pension plan, depending on employee group; in-house and online training programs; financial bonuses for some course completion; career-planning services and tuition subsidies for courses taken at outside institutions (to \$5,000).	Vancouver	101
College of Registered Nurses of British Columbia	Professional Organizations	Contributions to a defined -benefit pension plan; maternity leave top-up payments (to 85 per cent for 17 weeks), as well as parental leave top-ups (to 75 per cent for 35 weeks) for the duration of leave; parental leave top-up payments to its new fathers and adoptive parents (to 75 per cent for 35 weeks); up to four weeks' paid vacation to start, dependent on employee group.	Vancouver	73

Employer	Industry	Interest Points	City	FT Employees in Canada
Columbia Power Corporation	Hydroelectric Power Generation	Maternity top-up payments (to 85 per cent of salary for 17 weeks), as well as parental leave top-up payments (to 75 per cent for 35 weeks); new fathers and adoptive parents top-up program (to 75 per cent for 35 weeks); contributions to a defined-benefit pension plan; referral bonuses (to \$1,000) when they successfully recruit a new candidate.	Castlegar	35
Connect Hearing	Occupational and Speech Therapists and Audiologists	Maternity and parental leave top-up payments to employees who are new mothers, fathers or adoptive parents (to 100 per cent of salary for eight weeks); variety of alternative work arrangements, including flexible hours, telecommuting, shortened and compressed work week options and reduced summer hours; signing bonuses for some employees; referral bonuses for employees who refer a candidate that is successfully hired by the company (to \$3,000); year-end bonuses and profit-sharing programs.	Victoria	283
Davis LLP	Offices of Lawyers	Retirement planning assistance, with phased-in work options; contributions to a defined-contribution pension plan (depending on the position); referral bonuses for employees who refer a candidate that is successfully hired by the company (up to \$2,500); annual health-club subsidy and employee organized sports teams; maternity leave top-up payments (to 100 per cent of salary for 17 weeks); in-house and online training programs; career planning services; subsidies for job-related courses and professional accreditation.	Vancouver	530
Deeley Harley-Davidson Canada	New Vehicle Dealers	Subsidies for tuition and professional accreditation; variety of in-house and online training programs; academic scholarship program for children of employees interested in pursuing post-secondary education (to \$1,500 per child); time off for volunteer activities; matching donations to employees' favourite charities; maternity and parental leave top-up payments for employees who are new mothers (to 70 per cent of salary for 52 weeks); matching RRSP contributions ranging from five per cent to 15 cent of salary, depending on the position.	Richmond	139
Douglas College	Post-secondary Schools	Free memberships to the college's fully equipped onsite fitness facility; phased-in retirement work options and contributions to a defined-benefit pension plan; maternity and parental leave top-up payments (to 75 per cent of salary for 52 weeks); new father and adoptive parent parental leave top-up payments for up to 37 weeks; tuition subsidies for courses both related and not directly related to their position.	New Westminster	809
ERM Rescan	Environmental Consulting Services	Employee-organized sports teams; free access to a fully equipped onsite fitness facility; three weeks of paid vacation to start and considers previous work experience when setting vacation entitlements for experienced employees; environmental leader in terms of its line of business and its in-house focus, operating an employee-led Green Ideas Committee and supporting numerous events every year, including the annual bike-to-work week and commuter challenge and most employees choosing alternative transportation on a regular basis and taking advantage of a transit subsidy and volunteering with the annual Great Canadian Shoreline Cleanup; subsidies for tuition and professional accreditation; financial bonuses for some course completion; employee-led after-hours committee, which organizes numerous fun events every year, including picnics in Stanley Park, dim-sum lunches, pub quiz nights, skating parties and bowling nights; retirement-planning assistance; contributions to a defined-contribution pension plan; maternity leave top-up payments to employees who are new mothers (to 100 per cent of salary for six weeks); alternative work arrangements, including telecommuting, shortened and compressed work week options.	Vancouver	158
Family Insurance Solutions Inc.	Insurance Agencies and Brokerages	Maternity leave top-up payments to employees who are new mothers, as well as extended health benefits coverage throughout the duration of leave; flexible hours, telecommuting, shortened and compressed work week options and a 35-hour work week (with full pay); supports a variety of charitable initiatives; provides employees with paid time off to volunteer; financial rewards, including signing bonuses for some employees, referral bonuses (to \$2,500), profit-sharing and matching RRSP program.	Vancouver	114
Flatiron Construction Corporation	Highway, Street and Bridge Construction	Tuition subsidies for job-related courses (to \$5,000), as well as in-house and online training programs; rotational program for engineers who have zero to four years of experience — the four-year program offers hands-on experience and includes rotation through various fields including construction, field engineer, project administration and management and safety and estimating; supports charitable initiatives; provides employees with paid time off to volunteer; retirement-planning assistance; direct contributions to each employee's RRSP.	Richmond	769
Fraser Health Authority	General Medical and Surgical Hospitals	Three or four weeks of paid vacation to start (depending on group), and considers previous work experience when setting vacation entitlements; maternity leave top-up payments (to 85 per cent of salary for 17 weeks), varying with employee group; tuition subsidies for courses taken at outside institutions, in-house and online training programs, as well as subsidies for professional accreditation; retirement-planning assistance, as well as generous contributions to a defined-benefit pension plan.	Surrey	11,751
Global Village Consulting Inc.	Computer Systems Design Services	Maternity and parental leave top-up payments (to 100 per cent for 52 weeks); new father and adoptive parent parental leave top-up payments (to 100 per cent for 39 weeks); paid internship opportunities; tuition subsidies for courses at outside institutions, as well as online and in-house training programs.	Vancouver	60
Goldcorp Inc.	Gold Ore Mining	Paid time off to volunteer with local charitable organizations; tuition subsidies for job-related courses, in-house training programs, online skills inventory and formal leadership training; matching RRSP contributions; share-purchase plan.	Vancouver	2,539
Great Little Box Company Limited	Corrugated and Solid Fibre Box Manufacturing	Head office amenities include fully equipped onsite fitness facility (with subsidized membership and personal training services), outdoor sand volleyball court, book exchange library, outdoor gazebo and rooftop deck, and even a dock for employees who wish to commute by kayak to Mitchell Island; maternity and parental leave top-up payments for new mothers, fathers and adoptive parents, as well as a range of flexible return-to-work options; subsidies for tuition and professional accreditation; academic scholarship program for children of employees who pursue post-secondary education; celebrates its annual profitability target (Big Outrageous Xtravaganza or BOX) goal with three additional paid days off and an all-expense-paid vacation to a sunny destination; monthly open-book policy; profit-sharing option ; matching RRSP contributions.	Richmond	204
Hatfield Consultants Partnerships	Environmental Consulting Services	Referral bonuses to \$2,000; four weeks' vacation to start and considers previous work experience when setting individual vacation entitlements; subsidies for tuition at outside institutions, as well as professional accreditation.	North Vancouver	84
HP Advanced Solutions Inc.	Computer Systems Design Services	Maternity leave top-up payments (to 85 per cent of salary for 15 weeks), followed by parental top-up (to 75 per cent of salary for 35 weeks); parental leave top-up payments to new fathers and adoptive parents (to 75 per cent of salary for 35 weeks); 10 paid personal days; three weeks of paid vacation to start, and the company considers previous work experience when setting vacation entitlements for experienced candidates; head office features an onsite meditation room, cafeteria with healthy menus and outdoor eating area and barbecue; year-end bonuses; share-purchase plan; phased-in retirement work options, succession planning and defined-benefit pension plan; tuition subsidies (with no annual maximum) for job-related courses; in-house and online training programs; career-planning services; employee-led sustainability community that manages an in-house green action plan and is responsible for implementing and managing a variety of green initiatives.	Victoria	424
Insurance Corporation of British Columbia	Direct Property and Casualty Insurance Carriers	Maternity leave top-up payments ; parental top-up to new fathers or adoptive parents, depending on employee group; extended health benefits coverage to new parents throughout the duration of leave, as well as the option to extend their leave into an unpaid leave of absence; flexible work hours, telecommuting, shortened and compressed work week options and a formal earned days-off program; retirement-planning assistance; contributions to a defined-benefit pension plan and health benefits plan that extends into retirement with no age limit; academic scholarship program for children of employees who pursue post-secondary education (to \$3,000 per child).	North Vancouver	4,517
Interior Health Authority	General Medical and Surgical Hospitals	In-house and online training programs; formal mentoring; tuition subsidies for courses taken at outside institutions; maternity top-up payments to new mothers (to 85 per cent of salary for 17 weeks), varying with employee group; in addition to receiving health benefits coverage throughout the duration of their leave, new mothers can also apply to extend their leave into an unpaid leave of absence; four weeks of paid vacation to start, moving to seven weeks for long serving employees — and previous work experience is considered when setting vacation entitlements for experienced candidates; retirement-planning assistance; contributions to a defined benefit pension plan.	Kelowna	7,542

Employer	Industry	Interest Points	City	FT Employees in Canada
Knightsold Limited	Engineering Services	Profit-sharing and year-end bonuses; tuition subsidies for job-related courses; in-house and online training programs; formal mentoring; subsidies for professional accreditation; defined-contribution pension plan (with employer contributions of up to four per cent of salary) and phased-in work options; maternity and parental leave top-up payments for new mothers, fathers or adoptive parents; conveniently located in downtown Vancouver and a short walk to shops, restaurants and public transit.	Vancouver	203
Kwantlen Polytechnic University	Post-secondary Schools	Onsite amenities, including a cafeteria (with healthy and special diet menus), employee lounge and quiet room; in-house and online training programs; formal mentoring; financial bonuses for some course completion; subsidies for professional accreditation; tuition coverage for courses at the university; subsidized memberships to the university's fully equipped athletic centre; maternity and parental leave top-up payments to employees who are new mothers (to 75 per cent of salary for 52 weeks) and parental top-up for new fathers or adoptive parents (to 75 per cent of salary for 37 weeks), depending on employee group; flexible work hours, telecommuting, shortened and compressed work week options; formal earned days-off program, varying with position.	Surrey	1,076
League Financial Partners	Real Estate Management and Development	Three weeks of paid vacation to start and considers previous work experience when setting individual vacation entitlement; paid internships, as well as a formal mentoring program; tuition subsidies for courses at outside institutions; maternity and parental leave top-up payments (to 85 per cent of salary for 26 weeks); referral bonuses.	Victoria	121
Ledcor Group of Companies	Industrial Building Construction	Matching RRSP contributions; signing bonuses for some positions; profit-sharing plan; supporter of the Canada Green Building Council, and was involved in the construction of the first LEED certified buildings in Canada, and also maintains a corporate sustainability group and multiple employee-led green teams at offices across Canada; subsidies for tuition and professional accreditation; in-house and online training programs; apprenticeship programs; formal mentoring program; alternative work arrangements, including flexible hours, telecommuting and shortened and compressed work week options, varying with position; maternity leave top-up payments, as well as extended health benefit coverage during their leave; independently operated day-care centre at head office.	Vancouver	6,435
Mountain Equipment Co-op	Sporting Goods Stores	Maternity and parental leave top-up payments for new mothers and fathers, including adoptive parents, as well as extended health benefit coverage during leave; alternative work arrangements, including flexible hours, telecommuting, shortened and compressed work week options; formal earned days off program; two paid volunteer days off each year; matching RRSP contributions; signing bonuses for some positions; referral bonuses; profit-sharing; subsidies for tuition and professional accreditation; in-house and online training programs and career-planning services; donates one per cent of its annual pre-tax revenues to Canadian environmental causes.	Vancouver	674
Nature's Path Foods Inc.	Breakfast Cereal Manufacturing	Onsite amenities include free access to a fitness facility, employee lounge and quiet room for meditation and religious observance; tuition subsidies for courses at outside institutions; in-house training; subsidies for professional accreditation; signing bonuses; referral bonuses; year-end bonuses; matching RRSP contributions; zero-waste target and even has a unique employee-maintained onsite large organic garden with composting bins and an outdoor eating area.	Richmond	134
Nintendo of Canada Limited	Computer Equipment and Software Wholesalers	Telecommuting and flexible hour working arrangements; maternity leave top-up payments (to 100 per cent for 16 weeks) for new mothers and provides a short two week top-up (to 100 per cent of salary) for its new fathers; signing bonuses for some positions; referral bonuses (up to \$1,500); year-end bonuses; matching RRSP plan; in addition to their paid vacation, employees receive up to five paid days off during the Christmas break.	Vancouver	42
Overweitea Food Group LP	Supermarkets and Grocery Stores	Employees are encouraged to save for the future with contributions to defined benefit or defined contribution pension plans; head office employees can keep fit with subsidized memberships to an onsite fitness facility; supports employees with college-bound kids through an academic scholarship program; supports ongoing employee development through online and in-house training programs, subsidies for professional accreditation and financial bonuses for some course completions (up to \$1,500).	Vancouver	4,974
Perkins+Will Canada Corporation	Architectural Services	Signing bonuses; referral bonuses (to \$1,000); year-end bonuses and profit-sharing; financial bonuses for some course completion; subsidies for job-related courses and professional accreditation; in-house and online training programs; apprenticeships; paid internships; formal mentoring program; three weeks of paid vacation to start, and additional time off during the Christmas holidays; reduced summer hours along with shortened and compressed work week options.	Vancouver	160
Plenary Group Canada	Property Managers	Matching RRSP contributions; profit-sharing; year-end bonus programs; maternity and parental leave top-up payments (to 100 per cent of salary for 18 weeks); four weeks of paid starting vacation; tuition subsidies for courses at outside institutions, as well as subsidies for professional accreditation.	Vancouver	57
Provincial Health Services Authority	General Medical and Surgical Hospitals	Retirement-planning assistance, phased-in work options and contributions to a defined-benefit or contribution pension plan, depending on employee group; maternity and parental leave top-up payments for new mothers, fathers or adoptive parents (varies depending on employee group) and operates an onsite day-care facility; secure bike parking; shower facilities; subsidies for tuition and professional accreditation; in-house and online training programs; onsite fitness facility at subsidized cost, complete with instructor-led classes for yoga and Pilates.	Vancouver	9,694
QHR Technologies Inc.	Computer Systems Design Services	Flexible work hours, telecommuting and shortened and compressed work week options; referral bonuses (to \$500); tuition subsidies for courses taken at outside institutions (to \$1,500 each year), as well as subsidies for professional accreditation; retirement-planning assistance; phased-in work options; matching RRSP plan; share-purchase plan.	Kelowna	226
Sierra Systems Group Inc.	Computer Systems Design	Maternity leave top-up payments to 100 per cent of salary for the first four weeks, followed by a 70 per cent top-up for two additional weeks; flexible hours, telecommuting, shortened and compressed work week options; retirement-planning assistance, phased-in work options and matching RRSP contributions; tuition subsidies for courses at outside institutions, as well as subsidies for professional accreditation; three weeks of paid vacation to start, and the company considers previous work experience when setting individual vacation entitlements.	Vancouver	714
Simon Fraser University	Post-secondary Schools	Maternity and parental leave top-up payments and onsite day-care facility; onsite Burnaby campus amenities include a nap room, employee lounge and subsidized access to a fitness facility; alternative work arrangements, including flexible hours, shortened and compressed work week option, telecommuting and reduced summer hours; defined-benefit or contribution pension plan, depending on position; retirement-planning assistance, health benefits that extend through retirement, with no age limit.	Burnaby	2,787
SRK Consulting (Canada) Inc.	Engineering Services	Encourages employees to save for the future with contributions to a defined-contribution pension plan; lets employees share in the good times with profit sharing and share purchase plans that are available to all workers; starts new employees with three weeks of paid vacation and considers previous work experience when setting individual vacation entitlement; encourages employees to keep their skills sharp with tuition subsidies for courses at outside institutions, as well as subsidies for professional accreditation; reaches out to its next generation of employees through paid internships and a formal mentoring program.	Vancouver	148
St. George's School	Elementary and Secondary Schools	Helps employees plan for life after work with retirement planning assistance, phased-in work options, as well as generous contributions to a defined-contribution pension plan and health benefits that extend into retirement with no age limit; offers new mothers and fathers maternity and parental leave top-up payments (including adoptive parents) to 80 per cent of salary for 15 weeks; manages a generous compassionate leave top-up program for employees who are called upon to care for a loved one (up to 90 per cent of salary for 15 weeks); new employees start at three weeks of paid vacation allowance and receive paid time off during the holiday season as well as additional personal paid days off that can be scheduled throughout the year.	Vancouver	240

Employer	Industry	Interest Points	City	FT Employees in Canada
Surrey, City of	Municipal Government	Manages an academic scholarship program for university and college-bound children of employees (to \$1,000 per child); employees are encouraged to keep fit with subsidized memberships to an onsite fitness facility; city hall employees may take advantage of an employee lounge and cafeteria that features healthy and special-diet menus, as well as numerous outdoor eating options; helps employees prepare for life after work with retirement planning assistance, phased-in work options and generous contributions to a defined-benefit pension plan; new employees start at three weeks of paid vacation allowance, moving to seven weeks for long-serving employees; encourages employees to leave the car at home with transit subsidies, car pool sign-up system, secure bicycle parking and shower facilities.	Surrey	1,833
Teligence (Canada) Limited	Telecommunications	Employees can relax in the employee lounge with video games, foosball and onsite yoga classes hosted twice a week; encourages employees to keep their skills sharp with tuition subsidies for courses at outside institutions as well as in-house and online training programs; helps employees balance their work and personal lives with telecommuting and flexible work hours; encourages employees to help recruit new candidates with new employee referral bonuses (up to \$1,500); a smaller community-minded employer that encourages its employees to get involved with paid volunteer time.	Vancouver	65
TELUS Corporation	Telecommunications	Manages a flexible health benefits plan that allows employees to customize levels of coverage to suit their personal needs; provides maternity leave top-up payments for workers who are new mothers (up to 95 per cent of salary for 17 weeks) and offers a subsidy for in-vitro fertilization when needed (up to \$9,000); encourages employees to work from home where possible; supports employees' efforts to achieve work-life balance through shortened and compressed work week options as well as reduced summer hours; committed to ongoing employee education and provides subsidies for tuition and professional accreditation, as well as financial bonuses for some course completion; manages a post-secondary scholarship program for children of employees who pursue post-secondary education (up to \$5,000 per child); helps older employees prepare for life after work with retirement planning assistance, phased-in work options and contributions to a defined-contribution pension plan; the company hosts a unique annual "day of service" event to encourage employee volunteerism — employees across Canada receive paid time off to volunteer in their communities.	Vancouver	24,406
University of British Columbia	Post-Secondary Schools	Variety of onsite amenities include an employee lounge, cafeteria with healthy and special diet menus, quiet room for meditation and religious observance; employees are also encouraged to embrace an active, West Coast lifestyle, with subsidized memberships to an athletic centre that features everything from instructor-led classes to a rock-climbing wall; offers its employees a variety of in-house and online training programs, subsidies for professional accreditation as well as course tuition subsidies; manages an academic scholarship program for children of employees who pursue post-secondary education (up to \$10,000 per child); is reaching out to the next generation of employees through paid internship and summer student opportunities as well as formal mentoring and leadership-training programs; helps employees prepare for the future with retirement planning assistance, phased-in work options and generous contributions to a defined-benefit or contribution pension plan.	Vancouver	11,014
University of Northern British Columbia	Post-Secondary Schools	Supports new mothers with maternity and parental leave top-up payments (up to 100 per cent for 52 weeks), as well as new fathers and adoptive parents (up to 100 per cent for 37 weeks); new parents can take advantage of an onsite day-care centre when they are ready to return to work; helps employees balance personal and working lives with a variety of alternative working options, including compressed and shortened work weeks, reduced summer hours and an earned days-off program; encourages employees to continue their education with full tuition subsidies for courses, including for subjects related and unrelated to their job.	Prince George	589
Vancouver Airport Authority	Airport Operations	Offers referral bonuses for employees who refer a candidate successfully hired by the company (up to \$1,000) and year-end bonuses for some employees; helps employees achieve work-life balance with alternative work arrangements including flexible hours and shortened and compressed work week options; invests in continued skills development through a range of in-house and online training programs, career-planning services, apprenticeship opportunities and tuition subsidies for courses taken at outside institutions; supports new mothers with maternity leave top-up payments (up to 93 per cent of salary for 17 weeks) and provides a subsidy for in-vitro fertilization if required, depending on employee group; encourages employees to keep fit with free memberships to an onsite fitness facility that features instructor-led classes; helps employees plan for life after work with retirement planning assistance, phased-in work options and matching RRSP contributions.	Richmond	382
Vancouver City Savings Credit Union	Credit Unions	Provides employees with a bonus week of paid vacation on their 10th anniversary, and in each increment of five years thereafter; offers fertility drug treatments through its health benefits plan and provides maternity and parental leave top-up payments for new mothers (up to 85 per cent of salary for 50 weeks); supports employees who are new fathers and adoptive parents with parental leave top-up payments (up to 85 per cent of salary for 35 weeks); is the largest employer in Canada to become a Living Wage Employer, a program that recognizes the social and economic benefits of paying a real living wage for all its employees and service providers; encourages ongoing employee development with tuition subsidies (up to \$2,400 each year) as well as a variety of in-house and online training programs; helps employees save for retirement with contributions to a defined-benefit pension plan as well as a matching RRSP contribution plan, plus low-interest home loans as well as no-fee bank accounts and credit cards.	Vancouver	1,893
Vancouver Island Health Authority	General Medical and Surgical Hospitals	Head office features onsite amenities such as a co-operatively run fitness facility (with \$144 annual memberships), cafeteria with healthy menus, quiet room for reflection and religious observance, and nap room for employees; invests in ongoing employee development, with subsidies for tuition and professional accreditation, financial bonuses for some course completion and a scholarship program for all employees; manages a mentorship program for new graduates entering the nursing industry; supports new mothers with maternity leave top-up payments (up to 85 per cent of salary for 17 weeks) as well as the option to extend their maternity leave beyond one year; employees at the Queen Alexandra hospital can take advantage of an onsite day care; variety of alternative working arrangements, including telecommuting, flexible work hours and compressed work week options available for some employees; offers transit subsidies, onsite shower facilities for bicycle commuters and a car-pool sign-up system.	Victoria	8,486
Vancouver, City of	Municipal Government	New employees start at three weeks of paid vacation allowance plus additional personal paid days off that can be scheduled throughout the year; prepares older employees for life after work with retirement planning assistance, phased-in work options and contributions to a defined-benefit pension plan; paid time off to volunteer with charitable initiatives; supports work-life balance through alternative work arrangements, including flexible hours, telecommuting, shortened and compressed work week options; manages apprenticeship opportunities for automotive service technicians, auto body workers, blacksmiths and carpenters, to name a few; a pioneering green employer that first made walking, biking and public transit a planning priority in 1996 and is in the process of creating a charging infrastructure throughout the city for electric car use.	Vancouver	6,924
Vector Aerospace Helicopter Services Inc.	Support Activities for Air Transportation	Encourages employees to help recruit new employees with referral bonuses of up to \$1,000; helps employees prepare for life after work with phased-in retirement work options and a defined-contribution pension plan; reaches out to its next generation of employees through paid internships, apprenticeships and a formal mentoring program; encourages employees to keep their skills sharp with tuition subsidies for courses at outside institutions plus in-house and online training programs.	Richmond	463
West Fraser Timber Co. Limited	Sawmills	Encourages an ownership culture with a share purchase plan; invests in ongoing employee development through tuition subsidies for job-related courses, in-house apprenticeship opportunities and subsidies for professional accreditation; manages an academic scholarship program for children of employees who are pursuing post-secondary education in Canada; supports employees who are new mothers with maternity leave top-up payments and extended health benefits coverage during their leave; helps employees make the transition into a life after work with retirement planning assistance and helps ensure savings along the way with contributions to a defined-benefit pension plan; after five years on the job, employees receive an additional paid week above their regular vacation — and every subsequent fifth-year anniversary thereafter they receive two to five weeks off to supplement their vacation, depending on length of service.	Vancouver	5,332
Whistler Blackcomb	Skiing Facilities	Encourages employees to balance work and personal lives with flexible hours, shortened work week, reduced summer hours, formal earned days-off program and discounted passes; lets everyone share in the company's success with a share purchase plan available to all employees; supports ongoing employee development with a variety of in-house and online training programs, formal mentoring, apprenticeships, career planning services and tuition subsidies for courses taken at outside institutions; helps employees prepare for the future with retirement planning assistance and contributions to a matching RRSP plan.	Whistler	2,747

Vancouver's ACL looks for leaders to challenge the norms

ACL, a Vancouver-based international audit and risk-management software company, is looking for agents of change.

Working in a fast-paced environment, ACL prides itself on finding the right people, valuing their opinions and watching them grow.

"Culture change at ACL today is happening because we have created an environment where smart, brave people are encouraged to share their ideas," says Vancouver-based ACL president and CEO Laurie Schultz.

"Mobilizing talent is our No. 1 priority. And to enable that, we have acquired and look for leaders who embrace the responsibility of discovery, enablement and performance.

"At ACL, we seek 'Change Agents' — those people with the perfect combination of courage and humility who collaborate beyond their function toward the long-term good, and who have the ability to challenge the norm and inspire others to act."

As a global software company that has outlasted many market waves, ACL provides career opportunities in all areas of the business.

ACL's leadership is based in Canada and works closely with the front lines. The company, which invests heavily in building and growing leaders internally, has promoted approximately 25 per cent of its employees in the past two years, while expanding its overall employee base.

"Twenty-five years ago, ACL created the category it now dominates. Our quest now is to break all the rules that we created in the first place," says Schultz.

"Our ability to disrupt our category starts with our ability to lead change from the inside out. If you want to get off the 'treadmill of mediocrity' and join a company where you can truly make a global difference from Vancouver, you need to be at ACL."



ACL employees gather to celebrate the launch of their governance, risk management and compliance (GRC) product.

Delivering technology solutions that are transforming audit and risk management, ACL gives organizations unprecedented control over their business. Its products — including cloud-based governance, risk management and compliance (GRC) solutions and data analytics products — help maximize growth by identifying and mitigating risk, protecting profits and accelerating performance.

ACL's more than 15,000 customers worldwide, including 90 per cent of the Fortune 500 list and hundreds of international governments, tell ACL's story best.

As Vancouver's fifth-largest HQ software company, ACL delivers a unique opportunity to explore the global business world, while at

the same time offering broad career development opportunities.

The type of person who would do well at ACL is someone who thrives on change in a high-performance, fast-paced culture — a person who exhibits ACL's core values of customer intensity, disruptive innovation and authenticity.

For those interested in global career development, ACL offers proven opportunities to travel, or even relocate, aligned with what the business needs are.

ACL also offers employee stock options, referral bonuses, spot bonuses, additional paid vacation days during the holiday season, quarterly mingles, rooftop barbecues overlooking Stanley Park and an employee lounge with a pool table, among its many benefits.

ACL

- **YEARS IN BUSINESS:** 26
- **NUMBER OF EMPLOYEES:** 200
- **LOCATIONS:** Vancouver, United Kingdom and Singapore.
- **HEAD OFFICE LOCATION:** Vancouver
- **HIRING INCENTIVES:** A highly competitive compensation and benefits package that includes extended medical and dental coverage, a corporate RRSP program that matches employee contributions up to five per cent, maternity leave top-up and company-funded employee professional development and training program.
- **POSITIONS EMPLOYED:** Corporate office positions include information technology, R&D, marketing, human resources, finance and management. Other positions include software engineers, product management professionals, product marketers, sales account executives, sales operations professionals, marketing operations professionals and customer support analysts.
- **APPLICATION PROCESS:** aclcareers.silkroad.com



Great Careers Thrive at ACL!


 2014
BC's Top Employers


Flexible work options put BC Assessment ahead of the pack

It takes a dedicated staff to keep track of the value of nearly two million properties across British Columbia. Inspiring this dedication is one reason BC Assessment is considered one of the province's top employers.

As a Crown corporation celebrating 40 years of value to B.C., BC Assessment was established by the province in 1974 to oversee the valuation and fair property tax assessment for the diverse properties in the region, explains David McCoy, manager of recruitment and careers services.

"Today, we have 670 full-time people across 16 different offices," he says. "We produce independent, uniform and efficient property assessments annually for 2.1 million properties in B.C. These assessments are used by municipalities to help create their property tax structure every year."

In 2013, assessments generated \$6.2 billion in taxation revenue across B.C. "That money is used to support local and regional governments and some First Nations," says McCoy.

BC Assessment attracts and retains employees by offering them flexibility, rewarding challenges and "we proudly balance innovation and technology," says McCoy.

This means offering the option of telework for many employees.

"We can have some people working in Kelowna, who can appraise some Abbotsford properties," says McCoy.

Current technology allows assessments to be done without having to travel hundreds of kilometres to remote areas or hike down every street in Victoria, he adds.

"Our employees and their managers can agree on a flexible work schedule for the



BC Assessment employees and their managers agree on a work schedule each month that meets collective agreement requirements while also providing a good work-life balance.

month that aligns with collective agreement language and the allowance of flexible hours of work," says McCoy. "They can choose to work shorter days, longer days — they can have a better work-life balance."

BC Assessment is the largest employer of professional property appraisers in North America, and also employs professionals in IT, finance, legal and HR. McCoy says promoting career development is a key focus.

"We offer financial support for (attaining) professional designation and training," he says. "We grow our own appraisers here. We'll take someone with a bachelor's degree and support them as they become a designated appraiser. And we have a very low turnover rate — only 3.7 per cent in terms of permanent employees. That shows we have a high level of organizational loyalty. And we regularly recognize our employees' service achievements."

This leads to employees giving back to the community via supporting organizations, such as United Way, with BC Assessment giving employees the chance to spend quality time with local charities.

"We're involved in an annual program where we allow an employee to work with the United Way for a four-month term ... it really encourages employee growth," says McCoy.

BC Assessment also supports the environment by maintaining a carbon-neutral corporate action plan, as well as engaging in local green initiatives such as having staff take part in shoreline cleanups in Nanaimo and Victoria. A recent customer satisfaction survey ranked BC Assessment at an impressive 87 per cent satisfaction rate.

For more information on services and careers offered by BC Assessment, visit bcassessment.ca/careers, where you can find links to employee testimonials posted on LinkedIn and YouTube.

BC Assessment

- **NUMBER OF YEARS IN BUSINESS:** 40
- **NUMBER OF EMPLOYEES:** (full time permanent and temporary): 670
- **LOCATIONS:** Abbotsford, Burnaby, Courtenay, Cranbrook, Dawson Creek, Nelson, Nanaimo, Prince George, Kamloops, Kelowna, Surrey, Terrace, Williams Lake, Victoria and Vancouver.
- **HEAD OFFICE LOCATION:** 400 3450 Uptown Blvd. Victoria, V8Z 0B9
- **HIRING INCENTIVES:** Extended health and dental, pension plans, employee and family assistance program, maternity and parental leave top-up payments, life/sick insurance benefits, education and professional development supports/programs, three weeks vacation to start, relocation supports, flexible work hours, awards and recognitions.
- **POSITIONS EMPLOYED:** Include property appraisers and appraisal assistants, as well as employees in finance, IT, human resources, legal business analysis and management.
- **APPLICATION PROCESS:** www.bcassessment.ca/careers

BC Assessment
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We proudly balance innovation and technology with stability and employee growth. Ours is a supportive, diverse workplace where trustworthy, skilled people can find a challenging career which impacts our communities.

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Innovative approaches foster diverse culture at BCIT

The British Columbia Institute of Technology is smashing its corporate glass ceiling with its commitment to reward driven employees, regardless of their gender or culture.

One of the ways BCIT is achieving this is with innovative initiatives such as its Women's Networking Group.

The program gives women in leadership roles a chance to mentor younger women and give them support, advice and an opportunity to join them in attending meetings and events.

The purpose? To create a culture in which women support each other and grow into leadership roles at BCIT.

"We want to create a glass-door versus a glass-ceiling culture," says human resources advisory services manager Saira Walker. "Traditionally in a lot of organizations, ceiling marginalized jobs are inequitably distributed, with a large proportion being occupied by stereotypical males. We want to open the door so the jobs are accessible to a range of individuals with different skill sets and backgrounds."

It's through programs such as this that formed the basis of why BCIT has been awarded top honours at the Top 100 Diverse Employers last year.

"It's the right thing to do," adds Walker. "We live in a very diverse community and we are an organization that believes in organizational health. Our employees are our priority."

"In order to serve their needs well, we want to provide individual consideration, and the results are associated with well being and productivity."

With its first female president starting in the new year, BCIT walks the talk.



BCIT's aboriginal services team received the institute's first Inclusivity and Diversity award.

Kathy Kinloch joins the institute at a key moment in BCIT history, as it prepares to advance its new strategic plan and celebrate its 50th anniversary in 2014.

Board member Laurie Sterritt's comments further illustrate BCIT's commitment to diversity and inclusivity.

"I'm committed to improving the economic health of Canada's aboriginal population by systematically reducing or removing barriers to employment and business for First Nations' people within the natural resources sectors," says Sterritt.

Adds Walker: "With both Kinloch and Sterritt, we are starting to see more representation from women in senior leadership positions. We want to honour that, celebrate it and continue to make it part of BCIT culture."

The BCIT Leadership Academy, wherein chosen staff members get together for eight days of business skills training over eight

months, is another innovative approach the institution is taking in creating a diverse working environment.

Historically, employees would have been chosen by the senior leaders of the organization but "to some degree, that's a prescription to reinforce and continue old stereotypes," adds Paul Harris, manager of organization and people development.

"We fought hard to ensure the selection process for the academy was organic."

Under the new system, if employees say they want to be included in the academy, they just have to make sure their supervisors can release them for the eight days of its duration.

"This has resulted in the cultural profile of 30 people in the academy being very well aligned with the cultural profile of the organization and the community," he says. "Participants are thrilled to participate and managers of those participants are thrilled with the growth and results they are seeing from the participants. It's a real win-win."

British Columbia Institute of Technology

- **NUMBER OF YEARS IN BUSINESS:** 50
- **NUMBER OF EMPLOYEES:** 2,300
- **LOCATIONS:** Burnaby, North Vancouver (marine campus), Richmond (aerospace campus), Vancouver (downtown campus) and Great Northern Way.
- **HEAD OFFICE LOCATION:** 3700 Willingdon Ave., Burnaby, B.C.
- **HIRING INCENTIVES:** Innovative, healthy and engaging workplace; diversity initiatives; benefits, such as environmentally and physically friendly workplace; amenities; community giving; wellness programs; competitive salaries; secure pension fund; generous vacation and sick leave packages; professional development program; and wellness strategy.
- **POSITIONS EMPLOYED:** Vocational instructors, faculty, administrative staff and management.
- **APPLICATION PROCESS:** www.bcit.ca/jobs

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For full details, visit bcit.ca/jobs.

Coast Capital: Changing the way Canadians feel about banking

Coast Capital Savings aims to change the way Canadians feel about banking — forever.

But this goal doesn't stop at the counter — it also engages the approximately 1,600 people who work for the credit union.

"We allow people to be themselves," says Lewisa Anciano, vice-president, people. "We have this employee promise that is tied to the whole philosophy of changing the way employees think about work."

With 50 branches across the Lower Mainland and Vancouver Island, and main offices in Surrey and Victoria, Coast Capital Savings engages with its employees in five important areas.

"First, we aim to hire leaders who themselves inspire," says Anciano.

Next, the company encourages employees to "build your brand," she says. "It's about career-mapping; trying to grow from within."

And the company offers flexibility for this growth.

"We have top-notch training and development opportunities," says Anciano, adding that the credit union has been asked to present on its innovative professional-development programs at the prestigious American Society for Training and Development Conference 2014.

A friendly, productive workplace is also an important part of the formula.

"A cool place and space — we want to create an environment that is conducive for people," says Anciano, noting, for example, employees get to ditch the suits and skirts on Fridays and Saturdays and wear jeans to work. "We have this irreverent and exciting brand — something that people are excited about — and we're able to attract young,



A friendly, productive workplace is an important part of Coast Capital Savings' environment.

exciting people to our organization."

Lastly — and perhaps key to why Coast Capital is considered a top employer — is the philosophy dubbed It's Your Call.

"We believe in empowering employees to have autonomy to make decisions, so they can provide real help to our members right away," says Anciano. "Whatever the question, building a relationship with our members is the answer. Our staff is able to build great relationships with our members and help them reach their financial well being."

Coast Capital was established 14 years ago from the merger of three credit unions, and Anciano says the company's services go beyond helping individuals with their banking needs.

"Our commercial banking services are also vital," she says. "We want to focus on small businesses in the area. There's a lot of

untapped need there.

"Small businesses are looking for advice, for great products and services for a great price and value. And they look to us."

Anciano says there's no better example of the positive atmosphere at Coast Capital than a story out of one of the Vancouver Island branches.

"A couple on the island had some financial concerns and our employee helped them with that, and they were so grateful, they asked the branch manager if they could get married in the branch," says Anciano. "It's these special moments that make our customer experience unique, and that translates to the positive experience our employees have working for us."

"Every HR person will tell you it's difficult to attract the best and brightest. We're lucky to be able to do that," she says.

Learn more about career opportunities with Coast Capital Savings at coastcapitalsavings.com.

Coast Capital Savings

- **YEARS IN BUSINESS:** 14 as Coast Capital Savings; Started as heritage credit unions in 1940s.
- **NUMBER OF EMPLOYEES:** 1,650
- **LOCATIONS:** 50 branch locations throughout B.C.
- **HEAD OFFICE LOCATION:** 15117 101 Ave., Surrey, B.C. V3R 8P7
- **HIRING INCENTIVES:** Competitive pay; competitive bonus; recognition program; health and wellness benefits; critical illness insurance; EFAP and best doctors program, as well as health-care spending account; competitive staff loan discount program; tuition assistance program; competitive retirement savings program; work-life balance programs; Good Karma Crew Program (paid community volunteer program); community-minded, giving.
- **POSITIONS EMPLOYED:** Coast Capital Savings employs people in 392 professions.
- **APPLICATION PROCESS:** www.coastcapitalsavings.com/about_coast_capital_savings/careers/

*We want you.
In a purely professional manner.*

We have great products, great people and a great attitude. But don't take our word for it. We were named one of BC's Top Employers for our great benefits, cool atmosphere and progressive thinking.

Want to learn more? Visit www.coastcapitalsavings.com/careers to see our current job postings or to create your own job profile.



Douglas College promotes employee success

With more than 1,800 employees, Douglas College knows the importance of staff development and how critical it is to retain qualified and dedicated employees enthused about their professions.

"We want people who are excited about their careers. We will continue to develop them and give them that opportunity to do what they love, and be good at it," says associate vice-president of human resources Vicki Shillington. "People come and they stay."

In fact, the average length of service for a regular employee at Douglas College is 11 years.

"As much as we can, we try to walk the talk," adds human resources advisory services manager Marie Gonzales. "We have the objective of trying to help each employee succeed."

Douglas College is B.C.'s largest baccalaureate degree-granting college, with two major campuses in greater Vancouver, in New Westminister and Coquitlam.

The post-secondary institution invests in its employees through in-house training and annual college-wide professional development days. Additionally, its employee development fund allows workers to take courses to enhance their professional development and advance in their careers.

That has been the experience of college employee Tracey Denofreo, who started out as a student in Douglas College's two-year professional writing program.

Thanks to the co-op experience gained through the diploma program, Denofreo landed work at the college after graduating.

"I liked it so much, I never left," she recalls



Douglas College invests in its employees through various initiatives, including in-house training programs.

with a smile.

Denofreo took advantage of the college's employee professional development program to enrol in a management course and is now Douglas College's marketing and communications manager.

"The thing I like most about Douglas College is how comfortable it is," Denofreo says.

"It feels like a small town — it's like coming to a nice little community every single day. Everybody says 'hi' to everybody and there are lots of opportunities to get to know other people."

Yammer, the college's internal social enterprise network, makes it easy for employees to share ideas, articles and information, as well as do group shout outs to thank someone for doing a great job or congratulate them on earning a new credential.

"There is a lot of giving, and not just financial giving," Gonzales notes.

Through the college's employee giving program, workers can volunteer for a wide range of projects, and employee ambassadors help improve the employee experience as a whole.

"One of my main drivers for coming into work every day is I know that Douglas College is the college of doing and discovery," Gonzales says.

"It means that if I propose an innovative idea, the college is open to it."

Both of Douglas College's campuses are easily accessible by public transit, vehicle and foot and are situated close to natural areas — the Fraser River in New Westminister and Lafarge Lake in Coquitlam. Employees can also enjoy art shows and performances at the performing arts theatre.

For more information on the positions available at Douglas College, visit douglascollegecareers.ca.

Douglas College

- **NUMBER OF YEARS IN BUSINESS:** 43
- **NUMBER OF EMPLOYEES:** 1,867
- **LOCATIONS:** 700 Royal Ave., New Westminister, B.C.; 1250 Pinetree Wy., Coquitlam, B.C.; and three satellite locations: Maple Ridge, Surrey Training Centre and Burnaby.
- **HEAD OFFICE LOCATION:** 700 Royal Ave., New Westminister, B.C.
- **HIRING INCENTIVES:** MSP; extended health and dental; sick leave; short- and long-term disability coverage, life insurance, defined benefit pension plans; free instructor-led fitness classes and onsite fitness centre; Tim Hortons and White Spot; free college credit courses; professional development; in-house training; maternity and parental leave salary top-up; onsite day care; flexible work hours.
- **POSITIONS EMPLOYED:** Administration, instructors, faculty, contractors, auxiliary and student assistants.
- **APPLICATION PROCESS:** www.douglascollegecareers.ca



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Be good at it.

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DOUGLAS COLLEGE

Fraser Health Authority offers a caring environment

The Fraser Health Authority is in the business of caring.

The health authority provides a wide range of integrated health-care services to more than 1.6 million people living in communities stretching from Burnaby to White Rock to Hope.

Its health services range from acute-care hospitals to community-based residential care, home health, mental health and public health services. And, with more than 26,000 employees (full time, part time, casual and on call), 2,500 physicians and nearly 6,500 volunteers, Fraser Health is forecast to be one of Canada's largest health authorities.

But ask any employee what makes Fraser Health Authority unique and one attribute is often mentioned — the Fraser Factor.

"This is described as the care for colleagues — that personal connection to the people who work among so many of the teams here at Fraser Health," says James Nielsen, managing consultant for recruitment services.

"Our employees have told us that in an environment where patient-centred care is a priority, it's important to be surrounded by dedicated colleagues who care about you."

This caring work environment is a product of the different employee-focused initiatives Fraser Health incorporates to build an inclusive, team-based environment.

And the proof, it seems, is in the surveys.

The authority's surveys of new, current and former employees consistently show overwhelming support for the commitment and dedication to colleagues at Fraser Health.

"Statements like, 'My colleagues are dedicated to quality,' and, 'My associates or fellow employees are committed to doing quality work,' consistently score as fives (on a five-



Courtesy, Jerald Walliser

Fraser Health's collaborative and dynamic environment is founded on dedicated people.

point scale)," says Nielsen.

"The current opportunities across Fraser Health for professional development and career growth are unparalleled. Almost 70 per cent of our employees agreed, or strongly agreed, with the statement, "This last year, I have had opportunities at work to learn and grow."

To promote professional development, Fraser Health Authority offers several programs that support education and research.

"Such programs allow employees to access grants to pursue higher education, and we can proudly take the opportunity to support our own employees as they expand their knowledge," says Nielsen.

One such program, called LEADS (Leadership Education & Development Scholarships), is aimed at fostering life-long learning. The program provides up to \$5,000 for each year

of a program (for up to two years in a row).

"Last year we provided 5,289 hours of classroom learning. Whether it's formalized leadership or shorter term courses, such as mentorship, advanced mentorship (both one day) or education theory and practice (10 days), these examples are all referred to by our employees as key to aspects of retention," says Nielsen.

To retain employees and also attract new talent, Fraser Health also creates environments of education through its connection to the colleges.

"For example, in nursing we hired 556 new graduates last year and 337 of these had already worked here (when they were still in school)."

When asked what attracts new employees to Fraser Health, Nielsen's answer is simple.

"In the words of one of our own employees, they come "to have the opportunity to work with the best in the profession."

Fraser Health

- **YEARS IN BUSINESS:** 12
- **NUMBER OF EMPLOYEES:** 26,000.
- **LOCATIONS:** Lower Mainland and Fraser Valley.
- **HEAD OFFICE LOCATION:** Central City, Surrey.
- **HIRING INCENTIVES:** Relocation allowance (as available), dynamic and rewarding work environment, comprehensive health and wellness benefits, four weeks vacation (to start), defined benefit pension plan.
- **POSITIONS EMPLOYED:** Physicians, nurses, allied health professionals (e.g. physiotherapists, pharmacists, respiratory therapists), health support staff, management, management support, administrative/clerical.
- **APPLICATION PROCESS:** Start at careers. fraserhealth.ca. Create a profile, search for jobs and apply!

I work with the best in my profession.

Fraser Health is innovative. We have over 250 research projects underway involving physicians and clinicians across disciplines.

Dr. Kieran N.



Together, we create great workplaces.



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careers.fraserhealth.ca

Overwaitea serves up fresh take on grocery governance

The Overwaitea Food Group has come a long way since it started as a modest tea and coffee merchant in New Westminster back in 1915.

Today, OFG operates many of the top grocery chains in B.C., employing approximately 14,000 team members.

Thanks to innovative practices, good relationships with unions and team-member enthusiasm, with this diverse workforce, OFG has made the cut as one of B.C.'s Top Employers.

"At the root of it all, we are a family company," says president Darrell Jones.

"We have thousands of long-serving team members, many of whom started working in our stores as a part-time job and, for them, it ended up being a career.

"Whether it's in our office or in our stores, the people we have working for us have developed a unique relationship with each other and with our customers. For our team members, it's about making it a great place to work and a great place to shop."

OFG operates Save-On-Foods, Overwaitea Foods, Urban Fare, Cooper's Foods, PriceSmart Foods and Bulkley Valley Wholesale. Its stores are located throughout B.C. and into Alberta.

"We are in a very competitive business and we've worked very hard with our unions to ensure we are working toward providing opportunities for all our team members to earn a living wage," says general manager of people Maxine Faedo.

"One way of doing this is we have made changes in our union contracts so our team members can work across the store in any department and get more hours.

"Typically, in this industry, if you're hired



Overwaitea Food Group encourages entrepreneurship by empowering all 14,000 team members to make decisions and do what is right for their customers. People love working in an environment where there is a genuine entrepreneurial spirit.

as a cashier, you're a cashier, but now team members also have the opportunity to work, for example, in the meat department or bakery department. We're pretty proud of the flexibility we offer our team members."

Each year, OFG honours the more than 25,000 years combined experience of its team members and their achievements.

There are also professional-development opportunities offered via classroom and online resources.

"We have a learning management system that allows people to take online courses at their own leisure, and we also have leadership development programs," says Faedo.

Team members and their families also have access to academic scholarships in a number of different fields, from environmental stewardship to business development.

Jones says OFG team members are also strong advocates in their communities, as each store hosts grassroots community events and fundraisers, supporting causes such as the B.C. Children's Hospital and local food banks.

"In 2007, we pledged to raise \$20 million for the BCCH Child Health B.C. initiative, to help community caregivers be able to provide the same level of child health care you'd otherwise need to go to Vancouver to get," says Jones.

He says this community involvement, coupled with a positive work atmosphere, translates into superior customer service: "Our company mission is always customer first, and we believe the only way to get there is to treat our team members the same as we'd treat our most valued customers."

For more information about career opportunities, visit owfg.com.

Overwaitea Food Group

- **NUMBER OF YEARS IN BUSINESS:** 99
- **NUMBER OF EMPLOYEES:** 14,000
- **LOCATIONS:** Several locations in British Columbia and Alberta, including Greater Vancouver, Edmonton and Calgary.
- **HEAD OFFICE LOCATION:** 19855 92A Ave., Langley, B.C. V1M 3B6
- **HIRING INCENTIVES:** Career development opportunities; formal and informal learning opportunities; education reimbursement; team-member scholarships; supports local growers, products, community groups and the environment; flexible hours; attractive benefit and pension plans; casual business environment in head office.
- **POSITIONS EMPLOYED:** Grocery, meat, produce, deli, bakery clerks; cashiers; retail management; finance; IT; merchandising; marketing; supply chain management; operations professionals.
- **APPLICATION PROCESS:** www.owfg.com

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owfg.com/join-our-team

PHSA makes a difference for all British Columbians

Employees at British Columbia's Provincial Health Services Authority enjoy rewarding careers while delivering top-notch care.

"People are drawn to PHSA because there is so much opportunity to make a positive impact on the population we serve," says chief human resources officer Linda Lupini. "When you see the difference you can make, it's very rewarding."

Whether working in IT, finance, clinical research or bedside care, everyone plays a role in supporting the organization's "patients-first" vision.

"The unique part about PHSA is that we strive to create an environment where your voice can be heard," says Lupini, adding that the authority wants employees to feel connected to the business.

"They embrace not only the vision, but also the goals of the organization, which enables them to understand and engage in the work they do — because they can see that what they do is making a difference," Lupini says.

As one of six health authorities in B.C., and the first of its kind in Canada, PHSA offers B.C. residents access to the specialized health services they need, when they need them. The organization is a mosaic of agencies, services, programs and divisions, including BC Cancer Agency, BC Centre for Disease Control, BC Children's Hospital and Sunny Hill Health Centre for Children, BC Mental Health and Substance Use Services, BC Renal Agency, BC Transplant, BC Women's Hospital and Health Centre, BC Emergency Health Services, Cardiac Services BC, Perinatal Services BC and Health Shared Services BC.

Employees work in many specialized areas



PHSA employees mark their Canada's Top 100 Employers win with some fresh B.C.-grown apples.

— from acute perinatal care and molecular epidemiology to cardiac transplants. At the same time, PHSA offers inter-disciplinary projects and a culture of respect and employee empowerment that puts ideas into action.

"The stimulation this type of environment provides is second to none because we are academic leaders in specialized health care," says Judy Clark, director of talent acquisition and employee recognition. "We employ the very best in their field and, with that, you are able to learn, grow and work right alongside the experts."

PHSA provides a culture in which everyone is a leader. It offers a wide range of career options to employees, encouraging them to build their career with the authority.

"We commit to ongoing development.

We commit to being open and to supporting internal career applications," Clark says. "You don't have to leave PHSA to find a career — it's right here at your doorstep."

PHSA has been recognized as one of B.C.'s Top Employers since 2009. In addition, it has been honoured as one of Canada's Top 100 Employers for 2014. PHSA is also recognized as one of Canada's Greenest Employers, one of the country's Best Employers for New Canadians and one of Canada's Top Employers for Young People.

"We are constantly investing to create a best-practice workplace culture, to attract and retain top talent to PHSA, and to improve PHSA's culture through innovation and continuous improvement," Clark says.

"This is not just an award for us — it's a privilege."

Provincial Health Services Authority

- **YEARS IN BUSINESS:** Since 2001
- **NUMBER OF EMPLOYEES:** Approximately 19,000.
- **LOCATIONS:** Across British Columbia.
- **HEAD OFFICE LOCATION:** Vancouver
- **HIRING INCENTIVES:** Professional development; the opportunity to work throughout B.C.; an excellent benefits package and a wide variety of employee perks; an employee-centric workplace environment; the opportunity to work with world-class leaders, researchers and multi-disciplinary teams.
- **POSITIONS EMPLOYED:** Clinical and corporate services including nurses, allied health staff, physicians, paramedics, administration/clerical, researchers, accountants, human resources professionals, supply chain, communication and information technology, as well as specialist careers across many provincial programs.
- **APPLICATION PROCESS:** careers.phsa.ca



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St. George's School: A community where every boy and staff member is valued

For the faculty and staff of St. George's School, an independent boys' school on Vancouver's West Side, the work is all about community.

People don't come to St. George's to just work, they come to be part of a unique experience, where everyone is a learner and has a voice with something to share.

Established in 1930, St. George's is a university preparatory day and boarding school with 1,150 students from grades 1 through 12, including 120 boarders from 20 countries and 240 faculty and staff members.

Over the years, "St. George's School has been characterized by this wonderful combination of tradition and innovation," says headmaster Dr. Tom Matthews.

As one of the school's international boarding students from Germany put it: "It's not just a school, it's a community — a family, in many respects. And when I look at my teachers here, it's more than just teaching; it's something on a personal level."

The school, which focuses on best practices for boys' learning, emphasizes the core values of empathy, integrity, responsibility, resilience, respect and humility — for employees and students alike.

St. George's offers full-time employees extensive benefits and pension, subsidizing life-long learning programs, including workshops, conferences, advanced education programs.

St. George's also offers translink subsidies, a subsidized meal program, onsite fitness centre and health and wellness initiatives funded by the school, such as staff yoga, spin and tennis.

As a mid-sized employer, St. George's School provides advanced human resources programs for its employees, while at the same time considering the needs of each individual.

"We never lose sight of the individual person,



Students and staff at St. George's School participate in the annual Terry Fox Run.

just like we don't lose sight of the individual student," says director of human resources Karen Potter, noting, as an example, a number of extra-curricular programs that take advantage of the passion of faculty members for a range of activities, with beekeeping being one of them.

The school continually looks at the mix of programs it offers its employees in order to better understand what works — and what areas employees think need improving — and then works hard to address any concerns. It's an approach that works well for St. George's, where the turnover rate for teachers is less than three per cent; and for non-teaching staff, just over five per cent.

The most recent enhancement to the school's pension program is an example where faculty and staff can contribute at employee/employer matching levels of 14, 16 and 18 per cent.

"People come on board and they tend to stay," Potter says. "We want to keep those types of

employees motivated by having the right mix of programs to support them."

St. George's also hosts a variety of social events throughout the year for staff and faculty, including barbecues at the beginning and end of the school year, as well as a Christmas party for the adults and a large party with a visit from Santa for children of staff and faculty.

Ongoing professional development is one of the many benefits St. George's offers its employees.

"As an educational institution, it's very important for us to continue to foster life-long learning for employees," Potter notes. To this end, St. George's School encourages its employees to attend conferences and workshops, or pursue a degree or an advanced degree, which the school will help fund.

"It enables our employees to be stronger professionals. It encourages their individual growth, which is key."

A 2014 BRITISH COLUMBIA TOP EMPLOYER

Situated in Vancouver, St. George's is a leading independent day and boarding school at the forefront of boys' education. Spanning Grades 1 through 12, with a population of over 1150 boys and 240 faculty and staff spread over two campuses, this university preparatory school is currently realizing an ambitious, research-based Strategic Plan focused on boys' learning in the 21st century.



St. George's School

- **YEARS IN BUSINESS:** 83
- **NUMBER OF EMPLOYEES:** 240
- **LOCATIONS:** Two campuses close to Pacific Spirit Park, west side of Vancouver
- **HEAD OFFICE:** 4175 West 29th Ave., Vancouver
- **HIRING INCENTIVES:** Referral fees; leave of absence top-ups; extensive benefits package; transit subsidies; subsidized meal program; onsite fitness centre; funded wellness programs, such as yoga, spin, tennis.
- **POSITIONS EMPLOYED:** Faculty, interns, administrative staff, operations (maintenance, bus drivers, retail, security, grounds).
- **APPLICATION PROCESS:** www.stgeorges.bc.ca and through job fair for teachers hosted by UBC and SFU.



Communication rings true as Teligence's workplace motto

Long before Facebook and Twitter, Teligence was pioneering the evolution of communication.

Its dating and chat services connect thousands every day — on any given Saturday, you can find upwards of 300,000 people making use of a Teligence-hosted service.

For more than 24 years, Teligence has kept these lines of communication open thanks to a skilled and dedicated staff.

“We have the largest voice-based social networking environment in North America,” says president Cameron Sobolik.

And although online communication has grown — Teligence has continued to stay out in front of today's technology and is a leading mobile app developer — nothing will replace communication by voice, he adds.

“There is a richness and a genuineness to people talking on the phone,” Sobolik says. “What people can infer through the voice and what it communicates is so much more than you can get through 140 characters or a text.

“Our job is to connect people in the best way so they can come away enriched.”

Teligence's services resonate with customers of every demographic and a wide age range. Keeping things running is a core staff of 65 head-office employees.

“One reason why we're considered one of the best employers in B.C. is we try to listen to our employees and what they want,” says human resources generalist Isabelle Cleroux-Sicotte. “We offer a lot of flexibility in work hours and communication is what we do at Teligence, so we listen to our employees. It's also about trust. Our employees are accountable for what they're doing, and we offer them encouragement.”

Flexibility in the workplace is also key, adds COO Shawn Stouten, noting, beyond the



Vancouver head office, Teligence also has had employees based elsewhere in Canada and as far away as Costa Rica.

“It's not traditional line-of-sight management; it's about the individual's contribution and having the best people interested in working here,” he says.

Sobolik says Teligence doesn't operate on the traditional trickle-down management model, “where you sit and you're told how to think.

“At Teligence, the communication is both ways. There's a trust that every member is exceptional at what they do, and we'll take input and suggestions. It's a very non-corporate environment and we're proud of that,” he says. “Our people get as much autonomy as they need, and as much support as they need to get the job done.”

Teligence staff take part in town halls every

six weeks, and also get together for family and employee events twice a year.

Beyond that, community involvement is also key and Teligence's home page spotlights reports on employees raising money for charities such as the BC Cancer Foundation, or volunteering at places such as the Vancouver Food Bank.

“We engage with employees (in community involvement),” says Stouten. “The employees say, ‘We want to do this,’ and the company is willing to allow them to do it on company time.”

Flexible hours, community engagement and the ability to develop a strong work-life balance are reasons why staff retention is so high at Teligence.

“The average person will work here seven to 10 years,” says Cleroux-Sicotte.

For more information, visit teligence.net.

Teligence

- **NUMBER OF YEARS IN BUSINESS:** 24
- **NUMBER OF EMPLOYEES:** 65
- **LOCATIONS:** Downtown Vancouver
- **HEAD OFFICE LOCATION:** 1045 Howe St., Vancouver, V6Z 2A9
- **HIRING INCENTIVES:** Fun and collaborative environment; employee recognition; beautiful offices in downtown Vancouver; competitive salary and generous benefits package, including RRSP matching, extended health and dental coverage; generous progressive vacation leave; social and community activities 100 per cent paid by employer; matching charitable contributions; professional development; lunch and learn sessions; secure onsite bike storage; employee referral program; flexible work hours; fitness subsidy; diverse culture.
- **POSITIONS EMPLOYED:** Software developer and architect, web developer, systems and network engineers, team lead operations, lead provisioner, business analyst, database administrator, lead sales and customer service, human resources, marketing, media buyers, finance, analytics and legal.
- **APPLICATION PROCESS:** teligence.net/careers

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teligence.net

City of Vancouver: Dynamic city, dynamic workers

The City of Vancouver looks to its employees to bring high-value services to this dynamic hub on the West Coast.

“What really makes the City of Vancouver a special place to work for our employees is the opportunity to make a difference for the people that live, work and visit Vancouver on a day-to-day basis,” says Paul Mochrie, general manager of human resources with the City of Vancouver.

“It’s a very dynamic, forward-looking city, and our employees contribute to that in very direct ways.”

The city provides all municipal services for Vancouver’s approximately 650,000 residents, including emergency services (police, fire and rescue); parks and recreation; engineering services; community services (planning and development, culture, social policy, housing); library and the government administration of those services. Approximately 10,000 employees deliver these services, 24 hours a day, 365 days a year.

The city is always innovating when it comes to how employees deliver services. Employees, regardless of where they work, have the opportunity to help the municipality move forward with its ambitious goals, including addressing homelessness and housing affordability and becoming the greenest city in the world by 2020.

In step with these goals, the city provides employees with many options for getting to work without a car. Its sustainable commuting program includes special facilities for bikes, as well as car-share programs and subsidized transit.

“There is opportunity for people across the



Kim Mackie from Neighbourhood Parking & Transportation at the City of Vancouver inspires excellence in the workplace through the skills she gained in the Leadership Development Program.

board to participate in coming up with new solutions and doing interesting, challenging, compelling work,” Mochrie says.

“People really feel passionate about the fact they can make a difference solving some of these big problems.”

The city also has a strong commitment to diversity in order to better reflect the community it serves.

As an example, many employees participate in the city’s new immigrant professionals mentoring program, which aims to help immigrant professionals integrate into the local labour market.

“It’s an important social goal to provide opportunity for talented people who come to live in Canada and, in turn, the rewards for our staff are huge,” says Mochrie.

Additionally, the city is involved in “some fantastic programs with aboriginal employ-

ment agencies, enabling us to recruit First Nations people to work for the city,” Mochrie says.

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

Its comprehensive corporate learning and development program facilitates learning of new skills and building professional capacity.

“There is a real commitment to learning and development that we are proud of” Mochrie says.

Finally, in terms of pay and benefits, the City of Vancouver provides a competitive compensation package that includes a defined-benefit pension plan.

“It’s a very secure pension plan, which people put a lot of value in these days.”

That, coupled with the interesting work offered, makes the city a great place to work!

City of Vancouver

- **YEARS IN BUSINESS:**
Incorporated in 1886
- **NUMBER OF EMPLOYEES:**
10,152 (full and part time)
- **LOCATIONS:** Vancouver City Hall and other locations.
- **HEAD OFFICE LOCATION:**
Vancouver City Hall,
453 West 12th Ave.
- **HIRING INCENTIVES:**
In-house and online training programs; tuition and apprenticeship subsidies; competitive compensation and comprehensive benefits packages including health benefits, vacation entitlements, a defined benefit pension plan, life and disability insurance and maternity leave top-ups; fitness programs; green commuting incentives.
- **POSITIONS EMPLOYED:**
Archivists, cleaners, clerical and administration, engineers, executives, firefighters, inspectors, laborers/operations workers, librarians, planners, police officers, recreation centre staff, technicians, theatre attendants, trades people and corporate professionals in areas such as business planning, communications, finance, human resources, IT, legal and purchasing.
- **APPLICATION PROCESS:**
www.vancouver.ca



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