

BCIT employees institution's most valuable resource

As one of BC's largest post-secondary institutions, the British Columbia Institute of Technology (BCIT) has a corporate culture that can only be described as unique.

With an overriding belief that the 2,300-plus staff members are its most valuable resource, BCIT is committed to providing an innovative, healthy and engaging workplace.

The result has been a group of employees with a team attitude and common goal.

"The absolute focus of everyone here, regardless of their role, is enabling the students to be successful," says Paul Harris, manager of organizational and people development at BCIT. "And when there's a common focus, people get engaged."

BCIT provides a variety of programs and services designed to engage, empower and motivate. Benefits such as an environmentally and physically friendly workplace, plenty of amenities as well as community giving and wellness programs are just a few of the advantages the institution provides.

The Total Compensation Package is one such component, and is what Harris describes as the "cornerstone of BCIT's recruitment and retention strategy."

The package includes competitive salaries, a secure pension fund and a generous vacation and sick-leave package, as well as a professional development program and corporate wellness strategy. The latter two are unique and remarkable in the benefits they provide, adds Harris,

"We have a huge investment in professional development. As a post-secondary institution, we have to make sure our people are well equipped with knowledge," says Harris.

As a result, staff can pursue career training — provided it's related to the business



From left: vice-president of finance and administration Lorcan O'Melinn, vice-president of learning and technology services Chris Golding, vice-president of education Paul Dangerfield and vice-president of student services Val Karpinsky create a hero sandwich from healthy ingredients as part of a workplace wellness awareness competition.

of BCIT — and receive minimum funding of \$1,500 per year. "We want to encourage people to pursue different careers within the walls of BCIT, says Harris. "It's worked very well in that we've seen a lot of career progression — it's a win-win for all of us."

The corporate wellness strategy ensures staff and faculty find balance between work and their personal lives.

"Balance is often talked about but rarely does it happen," says Harris.

The numerous facilities found on site, including a gym, weight room, climbing wall, tennis and squash courts, as well as scheduled fitness classes and intramurals, can be accessed by the staff for free. A health clinic means two

registered nurses and a doctor are accessible, plus there are numerous health campaigns that take place throughout the year.

BCIT also has a strong community presence, supporting organizations such as the United Way and raising \$96,000 for the 2010 campaign, and on an international scale, the African Village Project, designed to help African villages become self-sustaining.

The organization's focus is on micro-financing, or providing seed capital — along with hands-on expertise — to help villagers build and sustain small business.

"This is truly worldwide giving," says Harris, "and it really speaks to the unselfishness of our faculty and staff."

BCIT

- **NUMBER OF EMPLOYEES:** About 2,250.
- **LOCATIONS:** Burnaby, North Vancouver (Marine Campus), Richmond (Aerospace), Downtown Campus, Great Northern Way (Vancouver).
- **HEAD OFFICE LOCATION:** 3700 Willingdon Ave., Burnaby, B.C. V5G 3H2.
- **POSITIONS EMPLOYED:** Vocational instructors, faculty, support staff and management.
- **HIRING INCENTIVES:** An innovative, healthy and engaging workplace; benefits such as an environmentally and physically friendly workplace, amenities, community giving, wellness programs, competitive salaries, secure pension fund, generous vacation and sick-leave package, professional development program and corporate wellness strategy.
- **APPLICATION PROCESS:** Applications are only taken online. For more information, or to apply, visit www.bcit.ca/jobs.