

**MSBA Human Resource (HR) services supports Manitoba school boards and school divisions by providing value-added human resource services and training. Specifically, working with school boards as well as superintendents, secretary-treasurers, and other senior administration, in the following areas:**

Support high level conversations pertaining to recruitment campaigns, employer brand and the creation of an employee value proposition.

**Recruitment strategies and employee value propositions**

**Employee Experience**

Assist and train on all aspects that impact an employee's journey. Develop, plan and execute surveys to gather employee feedback. Provide analysis of the results and support action planning.

Provide consultation and execution of market or compensation reviews to ensure internal and external pay equity.

**Market / Compensation Review**

**Strategic HR Initiatives**

Assist school boards and divisions to ensure people objectives are aligned with organizational strategic plans.

Work with school boards and divisions to assess and revise distribution of work and ensure organizational alignment.

**Organization Design**

**Executive Employment Contract Development**

Develop, amend or revise employment contracts for senior administration and management.

Assist school boards in the development and facilitation of senior administration performance evaluations.

**Executive Performance Evaluation**

**Executive Recruitment Services**

Support school boards with full-cycle recruitment services. This can include job posting, screening, interviewing, assessment, confirming candidate data and supporting the candidate experience.



**To inquire about services or discuss your needs, please contact:**

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