

Job Title: Payroll Agent

Department: Payroll

Reports to: Manager, Payroll Services

Summary

BCIB is the new provincial Crown Corporation responsible for implementing the Community Benefits Agreement (CBA) on select public infrastructure projects. The CBA prioritizes hiring of local, Indigenous, women, people with disabilities and other underrepresented groups and enables a culturally competent and respectful worksite. BCIB is committed to growing and mobilizing a safe, diverse, and skilled workforce and increase opportunities for apprenticeships.

Reporting to the Manager, Payroll Services, the Payroll Agent is responsible for performing a variety of tasks including; collecting, entering and maintaining accurate records of employee's earnings and payments. In addition, the Payroll Agent will address payroll related inquiries from employees, contractors or Unions and will provide resolutions as necessary. The Payroll Agent will work cross functionally with the organization, such as HR and Accounting to provide timely payments and maintain accurate employee information in a confidential manner.

Essential Duties & Responsibilities

- Perform day-to-day payroll functions including, processing timesheets and time and pay information and validating the accuracy and completeness of the payroll information.
- Ensure payroll information is compliant with the Community Benefits Agreement (CBA).
- Coordinate with on site managers/coordinators to resolve any payroll issues in a timely basis.
- Provide Accounting team with required reports for Unions, Government remittances and Contractors' invoices.
- Maintain 'job', 'position' and 'department' codes and create new codes as and when required.
- Provide assistance with benefits administration.
- Verify and validate CBA pay rates during the onboarding process.
- Provide exceptional customer service by addressing and following up with any payroll inquiries and provide resolution in a quick and efficient manner to employees, contractors and/or unions.
- Provide additional administrative support as required.
- Perform other payroll duties as required



Desired Skills & Qualifications

- Experience working with a unionized workforce and familiarity with collective agreements.
- Ability to fully understand the requirements of the Community Benefits Agreement and other agreements that apply to BCIB.
- Good understanding of payroll processes and government remittances.
- A high level of computer literacy with skills in Microsoft Excel and Word.
- Ability to analyze and review data for errors, ability to pay close attention to detail.
- Ability to work independently.
- Excellent communication skills, both verbally and in writing.
- Flexibility with work schedule.

Education and Experience

- Payroll experience in a complex business environment preferred.
- Customer service experience required.
- Qualifications in business administration, accounting, payroll and/or commerce preferred.
- PeopleSoft experience preferred.
- A valid driver license preferred.

BCIB is an equal opportunity employer and welcomes all those interested in the role to apply. BCIB staff will review all applications received, but only those shortlisted will be contacted for a follow-up interview.

Please send your resume and cover letter to jobs@bcib.ca