

Human Resources Manager

Our client, is a growing company in a labour (non-union) environment.

This is an exciting opportunity for a relatively new HR Manager, or an experienced HR Generalist taking the next step in their career. The organization has about 90 employees and has the will and resources to take the next steps in its HR delivery.

With a strong focus on building an already fun and dynamic workplace culture, the successful candidate will perform a key role, first in ensuring Human Resources compliance and then by bringing best practices and processes to a growing organization. This position will have the expectation to work autonomously to provide strategic and tactical support for human resource operations. As the HR team is now growing, you will have to be willing to wear multiple hats, including providing leadership counsel and some administrative duties. You will support various leaders and teams to create, develop, communicate and execute on strategic initiatives across the organization and deliver exceptional HR services in areas such as recruitment, compensation, performance management, employee relations and organizational development. Reporting to the CFO, this role is an exciting opportunity for an ambitious and energized HR leader who is looking for a career that offers a fast pace and high impact. You will make a difference and you will get to build the function. Maintainers need not apply.

The Role:

Conduct research and analysis of the current HR delivery and proactively address any areas of concern or non-compliance with regulatory bodies (ie. Human Rights, Employment Standards, Workplace Safety & Health).

Develop, implement and manage an HR strategy that champions employee attraction and recruitment, employee engagement, performance, talent management and training.

Position the HR function to support the organization to maximize its ability to achieve its goals and objectives.

Provide tactical HR support, including recruitment, onboarding, employee relations, performance management, compensation / benefits and payroll support.

Provide strategic counsel to leaders and be actively involved in all HR matters from recruitment and onboarding to employee relations and performance improvement.

Support the Health & Safety function of the organization, including some administration and return to work management.

Perform other duties and projects as identified or assigned.

Qualifications:

- Bachelor's degree or certificate program in Human Resources is a strong asset
 - CPHR Candidate or CPHR designation is a strong preference
 - Minimum 3 years of progressive HR experience is required (a combination of education and experience will gladly be considered).
 - Experience in a labour intensive environment is preferred (like manufacturing)
 - Demonstrated experience coaching, influencing, and working with leadership
 - Strong ability to effectively envision, develop, and implement new strategies to address HR business issues
 - Strong leadership, communication and relationship-management skills
 - Demonstrated ability to tactically execute in multiple areas of Human Resources.
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- High level of initiative and the ability to work independently and solve problems
 - Must have a high level of self-awareness, the ability to collaborate and the desire to learn and ask questions. Must have a can-do attitude and a sense of humility
 - Strong ability to use good judgment and discretion with highly confidential business and employee information.

This client offers competitive compensation, benefits and flexibility. More importantly, this is an exciting opportunity for someone who's looking to make a difference and put their stamp on HR delivery for the organization.

Are you a growing HR professional ready to make a difference? [Let's talk.](#)

To apply, please submit your resume by emailing Brad Lutz, CPHR at brad.lutz@acuityhr.ca

We thank all candidates for their interest.

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