

# Manager, Human Resources



*Highly skilled in people and organizational dynamics?  
Strong Business Competencies?  
Service mindset?*

## The Organization

The Winnipeg Airports Authority (WAA) is a community-based, non-share capital corporation that operates, manages, maintains and invests in the Winnipeg James Armstrong Richardson International Airport and affiliate businesses. Operating on a multi-site property, the WAA is responsible for airport operations, security, facilities, parking, ground transportation, and communications.

With an ever-expanding airport campus, WAA is a critical player in the development of one of Canada's strategic transportation hubs. As a perennial "Top Manitoba Employer", the WAA prides itself as an organization that attracts engaged employees with the right skills, in the right place, and at the right time. <http://www.waa.ca>

## The Opportunity

Reporting to the Director of People and Culture, the **Manager of Human Resources** will provide oversight and guidance to the employees in the accomplishment of daily activities and support long term projects that are in alignment with the strategic direction of WAA. It is a significant opportunity for an HR leader with strong people and business acumen.

## Responsibilities include:

- Maintain, develop, and lead the daily Human Resources activities and services for WAA;
- Provide leadership in advising, developing, implementing and monitoring policy and practice in the areas of HR planning, recruitment, performance management, compensation research, employee/labour relations, legislation compliance, occupational safety & health, training & development, cultural diversity & inclusion, and process delivery;
- Lead recruitment initiatives for leadership roles at WAA and subsidiary companies;
- Manage relationships with bargaining units and provide guidance to the leadership and Human Resource teams on the interpretation and application of the Collective Agreements;
- Conducts investigations and issues discipline in accordance with the Collective Agreement;
- Provide input, guidance, advice, strategic thinking, fiscal delivery and HR planning to WAA and its subsidiaries;
- Cultivate productive working relationships at all levels of the organization;
- Oversee the payroll function for WAA and its subsidiaries;
- Champion the implementation of the new HRIS modules; and
- Act as the designated employer representative in the grievance process as required.

## Selection Criteria include:

- Bachelor's degree in Human Resources or related field, or equivalent education and experience;
- 5+ years relevant progressive management experience in Human Resources in a generalist role;
- Previous experience in a unionized environment, including working with the interpretation and implementation of a collective agreement, and demonstrated ability to maintain healthy employee relations;
- CPHR designation is highly desirable;
- Insightful strategic/critical thinker with strong business acumen and a continuous improvement mindset;
- Proven leadership ability to motivate in a team-oriented, collaborative environment;
- Experience in talent management and development, employee engagement, succession, and workforce planning, change management, and cultivating a high-performance organizational culture;
- Budgeting and cost management skills;
- Superior oral and written communication skills;
- Resourceful, and ability to manage multiple initiatives with strong prioritization skills; and
- Flexible and willing to take on additional or new responsibilities as required.



***To apply or for additional information about this exceptional opportunity, contact Sonia Sharma quoting project #19117 at [Sonia@harrisleadership.com](mailto:Sonia@harrisleadership.com). The WAA is an employment equity employer; aboriginal persons, women, visible minorities and individuals with disabilities are encouraged to self-declare in their covering letter.***

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