

# Human Resources Manager Opportunity



High Quality Product

Management Owned

Team Environment

Profit Sharing

## The Organization

Carte International Inc. is a highly successful Winnipeg-based company that manufactures liquid filled transformers for Electrical Utilities, Electrical Distributors, and large Industrial customers across North America. Carte specializes in non-standard and custom transformers tailored to customers' exact needs. Founded in 1973, Carte is ISO 9001 registered and its products are of the highest quality. With a workforce of over 350 employees, Carte is proud of its excellent work environment and impressive workmanship that goes into all its products. Recognized as an industry leader, Carte has grown significantly to be a major supplier of transformers in its product range in Canada and the USA.

## The Opportunity

Reporting to the President, working closely with the VP Manufacturing and participating on the executive team, Carte seeks a hands-on, positive, self-motivated HR Manager who will provide day-to-day and strategic leadership for all HR activities. The successful candidate will be a positive-thinking team-player and an experienced professional with a track record of demonstrating initiative and leadership, someone who exemplifies a "can-do" attitude. Key activities include: recruitment and retention, onboarding, training and development, team building, compensation and benefits, HR policy development, performance management, labour relations, management advice, and career development.

## Key Responsibilities

- Lead and manage all aspects HR – perform at a high level and deliver results, focusing on recruitment, compensation, leadership and employee development, organizational alignment and consistent people policies;
- Excel at talent management including the attraction, development, motivation and retention of top talent;
- Provide training, development, and new hire orientation;
- Participate in strategic business planning;
- Maintain, develop and implement HR policies and procedures and identify opportunities for improvement;
- Build relationships with and advise managers of best practices as they relate to HR;
- Provide leadership and support regarding organizational change management and HR strategies.
- Conduct research in the areas of compensation, employee benefits, and HR policies and procedures;
- Develop and administer performance management programs; and
- Provide leadership and support for employee and labour relations, and collective bargaining.

## Selection Criteria

- Degree in Business, Human Resources, related discipline, or equivalent combination of education and experience;
- 5 years of generalist experience with a focus on recruitment, training and development, employee and labour relations – collective bargaining experience an asset;
- Strong knowledge of human resource management practices, related employment legislation, leadership/management techniques, business principles/processes, and organizational dynamics;
- Experience with human resource management information systems (HRMIS) tools and technology;
- Has business acumen, confidence and the presence required to establish credibility as a mentor/coach to senior management, peers and colleagues;
- High energy, self-starter, customer focused, innovative, with a demonstrated ability to drive change; and
- Experience in a manufacturing, industrial or processing operations a strong preference.

**To apply or for additional information about this exceptional opportunity, contact Sonia Sharma quoting project #19119 at [Sonia@harrisleadership.com](mailto:Sonia@harrisleadership.com).**