



# BC Human Resources Manager Opportunity!

*Join a successful, growing, innovative market leader!*

## The Opportunity

Reporting to the Director, Human Resources, at All-Fab Group Central, this position will lead the delivery of HR services to multiple operations in the BC Region in support of and compliance with All-Fab's principles, priorities and policies. This role will be located in either Abbotsford or Cobble Hill.

## Key Responsibilities Include:

- Contribute to the growth and success of All-Fab Group's business operations by supporting the development of advanced people practices;
- Advise and assist Managers and Supervisors on HR issues;
- Training, Recruitment, Retention, Statistics for all facilities;
- Liaise with government, academic and private organizations as well as recruiting companies to provide access to high level or industry specific recruits;
- Employee Relations; Performance Management; Compensation Management; Policy Management; Disability Management;
- Manage Return to Work Program for all facilities;
- Liaise with Health and Safety Officer on WCB issues;
- Manage Employee Recognition programs;
- Remain current in knowledge and understanding of Provincial Workplace Health and Safety Act and Regulations; and
- With support of the Continuous Improvement Facilitator, apply lean principles to improve, organize and implement HR processes.

## Selection Criteria

- Bachelor's Degree or equivalent educational credentials/accreditation;
- Minimum of 10 years of Human Resources management experience;
- Experience with companies operating in multiple locations;
- Fully-versed and practiced in current HR best practices;
- Familiar with applicable Regional, Provincial and National labour law and regulations;
- Familiar with Industry Standard Skills training requirements (heavy equipment, welding, COR certification, etc.);
- Experience developing and implementing a full spectrum of HR programs in a continuous improvement environment;
- Familiar UKG, Ultimate Kronos Group, Time Master and Great Plains would be an asset; and
- Proficient in personal computer skills and programs based on PC and MS systems.

*To apply or for additional information contact  
[keno@harrisleadership.com](mailto:keno@harrisleadership.com) quoting project 40143.*

## About All-Fab

The All-Fab Group of Companies is a successful and fast-growing company, recognized as one of the leading construction industry suppliers within Western Canada.

From concept to delivery, All-Fab is home to an integrated team of skilled professionals trusted to complete high-performance structural components for residential, commercial, or agricultural projects. All-Fab ensures that structural components for roof systems, floor systems, wall systems, engineered beams, and small building packages offer an exceptional combination of quality and value.

The company has 9 locations supporting 14 business divisions in Manitoba, Saskatchewan, Alberta, BC, and Minnesota. The Group operates in three industry sectors: Building Component Manufacturing, Building Materials Supply and Building Construction Projects.

Working with contractors, regional dealers, residential and commercial builders, the All-Fab Group is committed to providing the best possible solutions to its customers, allowing them to "Build with Confidence".

All-Fab engages and develops exceptional people who support its reputation for consistently delivering excellent customer service in all that it does. The Company continually invests in people, process, equipment, and technology to ensure continued success in the building construction industry.