



### ABOUT THE LINK:

The Link: Youth and Family Supports is an established non-profit organization experienced in walking alongside children, youth, and families as an inclusive community to honour the identity, experiences and goals of our people. Serving all Manitobans, The Link operates 15 diverse programs with a community of caring staff that work together to provide support through delivering youth crisis response services, clinical services, youth resource centers, emergency shelters, homes for young people, and job readiness supports. With a solid foundation within the community and a focus on connection, unity, and compassion, the organization provides a vital *link* for youth and families in the province of Manitoba.

### ABOUT THE OPPORTUNITY:

Reporting to the CEO, The Chief People & Culture Officer (CPCO) is responsible for providing strategic leadership and oversight of The Link's people, culture, and workforce development strategies. This is a newly created critical role that will lead the development and implementation of organizational strategies related to human resources, employee wellbeing, leadership development, recruitment, retention, and organizational culture. As an integral member of the Executive Team, the CPCO will ensure workforce practices support the mission, strategic priorities, and continued evolution of The Link as a First Nations organization.

The Link has embarked on a comprehensive transformational journey and is seeking a strategic change leader to support organizational advancement by strengthening workforce capacity, fostering a positive and culturally grounded workplace culture, ensuring staff are supported to provide high-quality services to children, youth, families, and communities. Our client is seeking candidates with a strong character who share the Link's vision for a brighter future, people of action who can support the resilience and potential in people. The Link is seeking individuals who honour and strive to model through their actions the teachings of Love, Respect, Courage, Wisdom, Humility and Truth.

### KEY RESPONSIBILITIES:

- Provide strategic leadership to all human resource functions including workforce planning, recruitment, performance management, employee relations, and policy development.
- Lead recruitment strategies to attract and retain qualified staff aligned with the organization's mission and values.
- Strengthen workforce and succession planning practices.
- Lead employee relations, including performance management, conflict resolution, and workplace investigations.
- Work collaboratively with the CEO and senior leaders to align workforce strategies with operational and strategic priorities.
- Support leadership development and professional growth across the organization.
- Foster an environment focused on a positive, understanding, and inclusive culture, emphasizing staff wellbeing, mental health, psychological safety, continuous learning and the integration of ideas and perspectives.
- Continue to build an engaged workforce and strengthen leadership capacity grounded in respect for First Nations knowledge systems and relational leadership principles, including training, cultural competence, trauma-informed practice, and service excellence.
- Ensure policies and procedures comply with applicable legislation and regulatory standards.
- Advise on workforce trends, risks, and organizational development opportunities.

### SELECTION CRITERIA:

- Post-secondary education in business administration, governance or related discipline, or equivalent experience.
- Chartered Professional in Human Resource (CPHR) designation is an asset.
- Progressively senior leadership experience in human resources.
- Strong understanding of human resource management, workforce planning, and organizational development.
- Experience working within a complex non-profit, public sector or community-based organization.
- Ability to guide complex organizational change and workforce transformation.
- Experience working within and/or alongside First Nations communities or Indigenous organizations.
- Exceptional interpersonal, communication, facilitation, and conflict management skills.
- Present, inspirational, and compassionate leader with the ability to coach, mentor, and influence.
- Seasoned and compassionate professional with sound decision-making and problem-solving abilities.
- Demonstrated understanding of, and respect for, the histories, traditions and cultures of Indigenous people, commitment to reconciliation and the TRC's Calls to Action, and the ability to promote these values in the communities The Link serves.

***To apply to this opportunity, please send an updated resume and cover letter to Jen Sklar quoting project #26120 to [jen@harrisleadership.com](mailto:jen@harrisleadership.com)***