



Vice President Human Resources & Government Services



The Organization

The Freshwater Fish Marketing Corporation (FFMC) is a self-sustaining federal Crown Corporation and is the leading buyer, processor, and marketer of commercially wild-caught freshwater fish from Manitoba Saskatchewan, and the Northwest Territories. FFMC operates a complex supply chain of delivery points, processing facilities and sales distribution systems. FFMC's brand represents a global benchmark of top quality wild-caught Canadian freshwater fish, and the Corporation has earned a solid reputation across the globe based on product reliability, quality assurance and food safety. FFMC is a recognized industry leader with an internationally established and highly endorsed brand of excellence.

The Opportunity

Reporting to the President and CEO, the **Vice President of Human Resources & Government Services** is responsible for a variety of complex human resource functions at its Winnipeg-based processing facility and corporate owned agencies. This professional leader plays a vital role as a member of the Senior Leadership Team, driving comprehensive human resource strategies and ensuring compliance reporting to the Government of Canada. The ideal candidate will provide initiative-taking leadership and guidance to a diverse workforce, optimizing HR programs and processes to fulfill corporate goals.

Key Responsibilities

- Function as the HR lead in setting, managing, administering, and evaluating HR policies, procedures, and best practices.
- Take initiative and focus efforts on developing and administering compensation strategies and employee benefit programs.
- Ensure FFMC's organizational structure and HR policies meet legislated requirements and strategic goals.
- Collaborate with union representatives to advance positive labour relations and effective policies, including administering and negotiating collective agreements.
- Possess a strong commitment to developing a workforce that reflects a diversity of identities, experiences, and perspectives to learn, grow and contribute to FFMC's success.
- Create strategic recruitment and selection plans for effective hiring, on-boarding, and retention of employees.
- Build and maintain relationships based on trust, accountability, open communication, and decisive action.
- Ensure efficient administration and compliance reporting of government-required programs.

Selection Criteria

- Bachelor's degree (or equivalent) in Human Resources.
- Chartered Professional in Human Resources (CPHR) designation or equivalency.
- 5+ years of experience in processing/manufacturing industry.
- 10+ years of progressive leadership experience in a complex, dynamic working environment.
- Strong history of effective labour relations in a unionized environment.
- Experience in recruitment and staffing large numbers of employees.
- Demonstrated skills in conflict resolution, facilitation, and employee mediation.
- Knowledge of HR technology, organizational design, and HR planning.
- Patient and resilient initiative-taker with a sense of urgency and skill in change management.
- Demonstrated effectiveness in written and verbal communication.
- Diligence in high-pressure situations; ability to lead in an ever-changing demanding environment.
- Proficiency in computer skills including HR software (Payroll, Time & Attendance) and Microsoft Office applications.

**To apply, please send an updated resume and cover letter quoting project #23128
to Jen Sklar at jen@harrisleadership.com.**