

# Vice President Human Resources & Government Services



## The Organization

The Freshwater Fish Marketing Corporation (FFMC), a self-sustaining federal Crown corporation, is the leading buyer, processor and marketer of commercially wild-caught freshwater fish from Manitoba, Saskatchewan and the Northwest Territories. FFMC provides 15 million kilograms of sustainably-harvested fish products to customers around the world annually. Our client is a recognized industry leader with an international 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. Based in Winnipeg's head office and processing facility, this professional leader plays a vital role as a member of the Senior Management Team, driving comprehensive human resource strategies and ensuring compliant reporting to the Government of Canada. The ideal candidate will provide proactive leadership and guidance to a diverse workforce, optimizing HR programs and processes to fulfill strategic corporate goals.

## Key Responsibilities

- Foster a collaborative working relationship among the Senior Management Team and staff.
- Lead a proactive and focused effort of designing and administering compensation strategies and programs.
- Ensure the organizational structure and operational HR policies meet legislative requirements and strategic goals.
- Collaborate with union representatives and management to foster positive labour relations and effective policies, including administration and negotiation of union contracts.
- Possess a strong commitment to developing a workforce that represents a unique mix of identities, experiences and perspectives to learn, grow and contribute to the organization's success.
- Create strategic recruitment and selection plans to enable effective hiring, on-boarding and retention of employees.
- Ensure effective design and administration of employee benefits, government requirements, job specifications and special projects.
- Build and maintain relationships based on trust, accountability, open communication and decisive action.

## Selection Criteria

- Bachelor 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 track record 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 self-starter with a sense of urgency and skill in change management.
- Demonstrated effectiveness in written and verbal communication.
- Strong attention to detail in high-pressure situations; ability to lead in an ever changing fast-paced environment.
- Proficiency in computer skills including HR software (Payroll, Time & Attendance) and Microsoft Office applications

*For more information or to apply in confidence for this exciting opportunity, contact Jen Iskierski at 204-926-3006 or [jen@harrisleadership.com](mailto:jen@harrisleadership.com).*

*Please send a resume and cover letter quoting project #19102*