



HR DIRECTOR

Make a Difference!

Help support over 200,000 Manitoban's with disabilities.

Part of a Family!

170 dedicated staff working on community strength and integration from youth to adulthood.

Competitive Compensation!

Including a Defined Benefit Pension.

The Organization

The Society for Manitobans with Disabilities is a family of not-for-profit and profit organizations that are working together to support and foster a diverse and cohesive community for persons with disabilities. With 6 regional offices throughout Manitoba, they continually develop, maintain and deliver relevant services that assist in the development of individual independence and community support for persons with disabilities.

The Opportunity

SMD is seeking a Human Resources Director to fill a vacancy due to retirement. Reporting to the CEO, the HR Director is an integral member of the SMD Executive Team. Overseeing the delivery of human resource services throughout the organization, the Director works towards the advancement of the mission and vision of the Society for Manitobans with Disabilities (SMD).

The Director fosters employee alignment with the strategic direction of SMD, develops and sustains positive relationships with management, employees and other key stakeholders, and provides effective human and financial resource management of the Human Resources Department. The Director identifies and pursues opportunities to improve human resources services while continuing to ensure that the current complement of services is effective, efficient, relevant and responsive to the needs of the organization.

Key Responsibilities

- Foster employee alignment with the strategic direction of SMD;
- Develop and sustain positive relationships with management, employees and other key stakeholders;
- Champion best practices for workplace safety and organizational health;
- Provide comprehensive human resource services to all internal stakeholders;
- Provide leadership in developing and supporting SMD people;
- Proactively seek appropriate external partnership opportunities;
- Effective human and financial resource management of HR functions; and
- Lead and participate in developing policies and procedures to support best human resource practices.

Selection Criteria

- Post-secondary degree in related field or equivalent combination of education and experience;
- 5+ years of human resources experience with working knowledge of all human resource services;
- Proven leadership skills & abilities;
- Excellent verbal and non-verbal communication and relationship building skills;
- Strategic business leader with demonstrated success in relationship building and advocacy;
- Experience developing and managing budgets;
- Excellent verbal and non-verbal communication skills;
- A valid driver's license and access to a vehicle; and
- Collaborative individual who is resourceful, creative, engaging and passionate about community health.

Individuals interested please forward a resume and cover letter in confidence to **Sonia Sharma** at sonia@harrisleadership.com quoting project #19109