

Chief Human Resources Officer Opportunity!

The Organization

Please understand that our client is taking a strategic approach to announcing and filling this exciting opportunity. On August 15, 2019, we will make our client's name public.

Position Summary

Reporting to the President, this newly created role is the result of significant corporate growth. The Chief Human Resources Officer (CHRO) will function as a senior business partner making valued contributions to overall business strategies, decisions and outcomes. An integral member of the Senior Leadership Team, the CHRO will be accountable for driving comprehensive people strategies, processes and practices, providing proactive leadership within a diverse workforce culture.

Key Responsibilities

- Reinforce and enhance the people-related strategies, processes and systems in alignment with our client's strategic priorities.
- Ensure the effective delivery of all HR programs and services, including:
 - Human Resources – Provide overall leadership to the HR function and work with senior leaders to establish a sound plan of management, organizational and workforce planning;
 - Strategy & Policy – Refine HR processes, practices and policies in support of our client's strategic and operational objectives; actively contribute an HR perspective to major policy decisions; and participate as a senior leader in the development of business strategies, plans and decisions;
 - Recruitment & Selection – Lead initiatives for the effective attraction and retention of high-performing employees, including strategic sourcing and employer branding;
 - Compensation & Employee Benefits – Champion a competitive “total rewards strategy”;
 - Performance Management – Coach & advise leaders to ensure effective performance feedback;
 - Learning & Development – Expand and implement effective T&D initiatives in support of the business plan;
 - Labour and Employee Relations – Act as the Labour and Employee Relations lead for our client;
- Safety, Health & Wellness – Champion a culture of safety and wellness via policies and initiatives;
- Regular communication with employees to discuss company plans and priorities, enabling employee input.

Selection Criteria

- Post-secondary degree or an equivalent combination of experience and education;
- Minimum 10 years HR generalist experience and a professional HR designation preferred;
- Comprehensive knowledge and demonstrated mastery of people and organizational dynamics;
- Senior leadership experience in a dynamic operating environment;
- Solid business acumen and a demonstrated understanding of key business concepts;
- Knowledge and application of HR processes including recruitment, selection and retention, employee/labour relations, organizational development, performance management, learning and development, job classification and analysis, compensation, benefits, HRIS/HRMS utilization, and strategic HR planning and execution;
- Strong leadership abilities, with demonstrated influence, coaching and mentoring skills;
- Exceptional verbal, written and interpersonal communication skills.

***For more information, or to apply, please submit a resume in confidence to
morgan@harrisleadership.com quoting project #20101***

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