

HUMAN RESOURCES MANAGER

POSITION SUMMARY

We currently have a fantastic opportunity for a **Human Resources Manager** with a strong Employee & Labour Relations background to join our progressive and growing HR function. Reporting to the Chief Financial Officer, responsibilities will include the full spectrum of best practices in the areas of recruitment, staff policies, compensation & incentive plans, performance management, reward and recognition, employee communications and labour relations.

This is your opportunity to bring innovative HR and help us grow!

KEY RESPONSIBILITIES

- Help us promote a culture of care where Health, Safety is #1.
- Coach and advise the management team on the execution of foundational human resource programs; performance development, employee relations, labour relations, compensation, engagement and talent acquisition.
- Provide the day to day HR operational expertise to 4 plants; Penticton, OK Falls (2) and Oliver.
- Facilitate and contribute to the development of Human Resources training programs for employees and management.
- Advise management on provincial and local laws and regulations governing the employer/employee relationship including collective agreements.
- Work closely with the Regional Manager, Plant Operations to provide coaching and counselling to the front-line management team on consistent communication and engagement in the operational plants.
- Provide advice and support to management on the progressive discipline/performance management process in our unionized locations.
- Design and support talent acquisition and onboarding activities for positions at the Supervisory level and below at the plants.
- Champion and/or participate in key strategic projects in support of the company vision, mission, strategy and culture as we continue our journey towards being a best employer.
- Understand key Human Resources metrics and support the team in achieving targets.
- Model effective communication, leadership and partnership with the plants.
- Continuously grow and develop your operational knowledge and leadership capabilities by participating in professional development opportunities.
- Alignment with Structurlam's values of safety, respect, quality, integrity, open communication and profit.

KEY REQUIREMENTS

- 5 - 8 years of progressive Human Resources experience that includes managing in a unionized environment.
- Post-secondary completion in Human Resources or other related field of study.
- CPHR designation an asset
- A track record of success as a collaborative and motivated leader who has supported Human Resources activities within a complex, multi-site environment
- Leads by example and provides consistent coaching and mentorship.
- Superior organizational, communication and interpersonal skills.
- Strong analytical and problem-solving skills; detail oriented.
- Demonstrated conflict management skills including knowing when to escalate.
- Ability to partner with, influence, and successfully coach and counsel at all levels, up to the Senior Management level.
- Results driven with strong business acumen.
- Has the ability to evaluate operation and financial impact of decisions.
- Ability to effectively work in situations involving significant change and manage multiple priorities.
- Ability to build and maintain collaborative relationships with key stakeholders.
- Broad knowledge of human resource legal requirements, trends and practices.
- Knowledge of change management principles an asset.
- Ability to travel to our locations across the southern Okanagan.

Those of us who live in the Southern Okanagan area of British Columbia consider ourselves to be among the most fortunate. If you enjoy fresh air and outdoor activities, this is one of the best places to live in North America.

If you are ready to be part of changing the way we build in North America and bridging the divide between product and process in the construction industry, please send your resume to:

hr@structurlam.com

Structurlam – A Great Place to Work