

**HUMAN RESOURCE BUSINESS PARTNER
(Labour Relations and Union Contract Negotiation Required)**

EXPERIENCE IN OIL/GAS/MINING OR UTILITIES PREFERRED

Send Resume in **MS WORD** to michellethompson@employeremployer.com

(Position Located Alberta)

Our client has over 100 years of experience in the Oil/Gas, Mining and Utility sectors and is one of Canada's top 50 Socially Responsible Companies since 2009, recognized as a global leader for sustainability and corporate responsibility standards.

They are committed to fostering a dynamic, productive and safe work environment. Their employees contribute to a diverse, open, and transparent culture with clear accountability, strong leadership and challenging opportunities for personal career growth.

POSITION SUMMARY:

This position reports directly in to the Human Resource Manager and provides all aspects of human resource services to designated business units within these industries. You will be accountable to provide professional HR guidance and support to client group with the objective to add value to the business. This includes contributing to and guiding all aspects of workforce planning, labor relations and people processes (performance, development and career) to enhance business performance.

To be considered for this position you must have a minimum of 5 years Senior HR Business Partner experience working within a large industrial environment and above average understanding and hands on experience working with Labour Relations, Union Contract Negotiations and managing of the grievance process.

You must be strong multi tasker who takes ownership and have worked with 3rd party companies that have been brought in to manage cost reduction and restructure initiatives who have demanding deadlines in order to reach specific milestones. You are able to manage stress and pressure of deadlines without letting it affect your positive attitude and quality of work while holding yourself and those around you accountable for their responsibilities. This position comes with a lot of responsibility while at the same time working with a team that knows how to have fun while having each other's backs.

REQUIRED MANDATORY QUALIFICATIONS:

This is a fast-paced demanding role and only those with the MANDATORY QUALIFICATIONS need apply)

- Bachelor's degree from an accredited post-secondary institution in Human Resources, Labour Relations or related business degree are MANDATORY
- REQUIRED: Current Certified Human Resource Professional (CHRP) designation or working toward
- Minimum 5 years' experience as a Senior HR Business Partner or Senior HR Generalist with a broad understanding and hands on experience working with Labour Relations, Union Contract Negotiation and grievances
- Experience working with 3rd party contractors brought in to implement cost saving measures and restructuring
- Industrial, Oil and Gas, Mining Or Utilities experience within a large company required or similar industries

POSITION SPECIFIC ACCOUNTABILITIES:

All accountabilities are to be carried out as per the context and prescribed limits set by the Human Resource Manager

Operational/Professional/Business

- Contribute to the business strategy by helping identify, prioritize, and build organizational capabilities, behaviors, structures, and processes
- Support operations management in forecasting and planning the talent pipeline requirements in line with the function/business strategy
- Implement appropriate learning interventions while accounting for learning principles and theories and manage ongoing delivery

Leadership

- Facilitate line of sight initiatives to build a high-performing organization aligned with the strategic leadership agenda
- Ensure leadership and coaching culture is cascaded through the organization
- Provide professional HR guidance within a framework that demonstrates understanding of business trends and needs

Management

- Drive the people processes (performance, development, and career) to ensure that employees' level of performance and capabilities meet current and future standards
- Manage specific projects as determined in the HR business plan as well as participating in functional and cross-functional initiatives
- Develop and promote feedback mechanisms for employees to influence the continuous improvement of HR services and processes
- Implement HR policies and reward strategy to ensure that all reward decisions are fair and objective

Relationship

- Determine and recommend employee relations and internal communication practices necessary to establish a positive employer-employee relationship and promote a high level of employee morale

- Provide expert advice and coaching to leaders and employees where appropriate
- Understand employee opinions and anticipate their needs and concerns
- Maintain close contact with the cross functional HR team to work in synchronization with the other business units

Innovation

- Review and benchmark the internal and external environment to improve the HR policies and initiatives to enhance overall business performance.
- Identify and drive the communication and sharing of learning across functions to facilitate continuous improvement

Social Process Skills:

- Communication: the ability to exchange and report information effectively
- Interpersonal effectiveness: Effectiveness in working collaboratively with others and building cross functional productive relationships
- Influencing Others: The ability to persuade or influence other people to accept a point of view, to adopt a specific agenda or to take a course of action.

Technical Skills:

- Demonstrates the professional and technical knowledge & skills required for the role
- Demonstrates capability to understand the business and create the link between HR strategy and business strategy
- Demonstrates the ability to identify potential and existing problems and create effective solutions to address them following appropriate analysis.

Our client offers comprehensive and flexible benefits, competitive compensation, incentive and rewards programs form the foundation of excellent employment proposition. Their benefits package includes: medical, dental, disability and pension plan benefits.