

Vice President, Organizational Effectiveness & Internal Communication- 20874

The Vice-President of Organizational Effectiveness & Internal Communications will be instrumental in helping the Company build strong cultural values through the context of change management. Working on the executive team and reporting directly to the CHRO, this individual will be responsible for cultivating a high-performance environment where talented people love coming to work.

Key responsibilities:

The Vice-President of Organizational Effectiveness and Internal Communications will develop strategy and execute an internal communications plan that connects our leaders and employees while also engaging them in our business and keeping them informed, engaged and inspired.

He or she will also develop project structure, approach and plans for organizational effectiveness and leadership development interventions, working on both an individual basis and with teams, while engaging and collaborating with appropriate key stakeholders.

Overall duties (Short-term)

- Developing and leading internal communication strategy
- M&A; integration of current and new business
- Creation and implementation of a succession plan
- Develop staffing strategies and programs to identify, recruit, develop, and retain talent inside and outside the organization.
- Ensure recruiting and development practices allow the organization to embrace applicants and employees of all backgrounds and permit the full performance of all employees.
- Support transformation strategy: organisation design, RACI, change management
- Matrix support for division
- HR policies and procedures
- Performance management program

Overall duties (Long-term)

- L&D strategy
- Employee engagement strategy
- Corporate social responsibilities
- Competencies model definition
- Career pathing and mobility strategy
- Diversity and inclusion strategy

Knowledge, experience, aptitude & academic background:

- Bachelor's Degree in Administration or Human Resources (or any other appropriate discipline)
- Manufacturing experience
- Lean manufacturing experience
- International experience
- Internal Communications experience

- Certified trainer
- Certified coach
- Solid Recruitment and sourcing strategies
- Experience with change management
- Bilingual

Key challenges:

- Contribution to the transformation of international group.
- Global role in a Public business.
- Change management
- Definition of culture, values and mission which will define the future orientation of the company.
- Implementation of internal communication structure.

Why join the company:

It optimizes its creativity and know-how through the direct involvement of its staff in all stages of the value chain as well as the differentiation of its specific designs and solutions for our customers. Respect between employer and employee, integrity, rigor and discipline are important values that foster innovation within the company.

Working with us does not go unrecognized. It helps major brands stand out on the shelves. It contributes to more significant environmental management. It makes numerous employees' jobs easier. Your work is practical and visible.

The Company practices employment equity and strives to treat all employees with respect and dignity.

Denise Brisebois

Vice-President & Practice Leader

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