

Vice-President, Human Resources Canada - 20969

The Vice-President, Human Resources, Canada will be responsible for the management of a team dedicated to drive and support the top management of the facilities in Canada. Working on the executive team of both management committee of the Division and Human Resources department and reporting directly to the CHRO, this individual will be responsible for cultivating a high-performance environment where talented people love coming to work.

The elected candidate must possess strong initiative, as well as excellent management and leadership skills in multi-sites and matrix structure environment.

Key Challenges:

- Act as a key player in the transformation of the Human Resources function;
- Contribution to the transformation of the group;
- Change management;
- Implementation of a lean manufacturing project.

Key responsibilities:

- *Manage Human Resources teams of facilities, one in Quebec City region and others throughout Canada;*
- *Participate to the development of the Global Human Resources Strategic Plan;*
- *Develop and implement Human Resources Strategic Plan for the Division;*
- *Lead labour relation strategy;*
- *Implement change management program;*
- *Implement 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: organization design, RACI, change management;*
- *Matrix support for division;*
- *Participate and apply new and existing Human Resources policies and procedures;*
- *Performance management program;*
- *Implement Employee Engagement Program;*
- *Act as a coach for internal partners and their teams.*

Academic Background:

- Bachelor's Degree in Administration or Human Resources (or any other appropriate discipline)

Knowledge, Experience, Aptitude:

- 15 to 20 years of relevant experience with strong knowledge of manufacturing sector;
- Team management skills and great interest in people development;
- Ability to exercise leadership and establish strong business relationship;
- Major labour relation management skills;
- Talent strategy;
- Total compensation;
- Change management;
- Ability to work influence;
- Empathize without compromising results;
- Ability to demonstrate managerial courage;
- Bilingual- English and French, both orally and in writing.

Why join the Company?

The Company is living a unique moment in its history by becoming a public company. You will be participating in the implementation of its new organizational design and programs to support its business growth.

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, rigour and discipline are important values that foster innovation within the company.

Your work 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.

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