

### ***Vice-President, Human Resources North America - 20832***

The Vice-President, Human Resources North America is responsible for serving as a strategic partner and internal consultant to executive committee members as well as the human resources team.

The Candidate is also responsible for providing strategic leadership and alignment to assist the corporate group in achieving its strategic objectives.

The Vice-President, Human Resources North America will define the global human resources vision, strategy and orientation. He will lead the human resources team in order to maximize the function's overall contribution to the group's competitiveness and performance. He will act as an external ambassador for human resources related topics.

#### ***Key Areas of Responsibilities***

Reporting to the Chief Executive Officer of The organization on a full line basis and to the Vice President Human Resources Americas on a dotted-line basis, the Vice President, Human Resources North America is responsible for supporting and advising The organization management team on everything related to the optimal management of organizational structures, human resources and employee relations taking into account the Company's business plans and management philosophy. He/she is also responsible for planning, organizing, directing and maintaining the design, development and implementation of human resources management policies, programs and practices (staffing, training and development, labor relations, compensation and benefits, occupational health and safety) in order to ensure at all times, and at the lowest possible cost, the availability of competent, properly trained and motivated employees

#### ***More specific responsibilities:***

- As a member of The organization Executive Committee and The organization International Human Resources Committee, participate in the business planning process, more particularly recommend the organizational structures and human resources strategies, policies and programs that will support the attainment of the objectives stemming from the business plans in accordance with policies and guidelines issued and The organization;
- Act as a facilitator/coach/trusted business partner to the executive team, the human resources team and The organization employees; Provide the leadership, guidance and support required for the formulation and promotion of The organization organizational values and management philosophy, development of organizational structures, training and development, development of managerial personnel, succession planning, performance and career planning, national and international mobility, internal communications and improvement of management processes;
- Direct the development, acceptance by the organization and implementation of internal and external staffing and recruitment programs aimed at ensuring, at all times, that the organization has the skills required to meet its current and future needs; provide the leadership, guidance and support required to ensure that The organization has access to the appropriate manpower

pool and the appropriate applicant search and selection methods to staff the positions to be filled with the best candidates available internally and/or externally;

- Design, develop and implement, once approved, human resources and labor relations policies and programs with a view of fostering a work environment conducive to productivity, manpower stability, employee motivation, health and safety, employee commitment and continuous improvement;
- Provide the leadership, guidance and support required to ensure that The organization is equipped with the properly administered compensation and employee benefits policies and programs needed to attract, retain and motivate skilled personnel at every level and at a competitive cost, reflecting the Company's desired position on the market, thus facilitating the attainment of individual, group and corporate objectives resulting from the business plans;
- Ensure that the Company maintains efficient human resources information systems and employee records so as to support the efficient administration of human resources management programs;
- Ensure that occupational health and safety programs and practices exist in the best interest of the Company and the employees;
- Assist line managers in the management of their human resources so as to ensure that it is compatible with the Company's management philosophy, respectful of the policies and practices put forward by senior management and ensure that problems involving employees in their relations with their employer are resolved with equity and consistency;
- Act as The organization authorized representative in its relations with local and regional communities, employer associations, business associations, government authorities, etc;
- Create and build confidence and establish him/herself as an informed, capable, knowledgeable and accessible resource to staff, management and colleagues, both within and outside the company;
- Harmonize and standardize Human Resources processes and policies within The organization plants;
- Support the organization growth strategy by supporting the affiliate M&A strategy from a Human Resources perspective (due diligence, integration).

### ***Key Attributes: Competencies and Behaviour***

- A bachelor's degree from a recognized college or university is required. An advanced degree is preferred.
- Human Resources generalist with a minimum of 15 years of leadership experience in a multi-site, front line Human Resources role, including labor relations, organizational development, training & development, internal and external recruitment, communications and occupational health & safety.
- Experience acquired in a multi-site manufacturing or distribution environment; food processing industry knowledge is a plus but not mandatory.
- Relevant experience in managing acquisition projects from a Human Resources perspective (due diligence, integration).
- Ideally participated to the transformation of a smaller company into a respected, dynamic global organization.
- Understanding of the low cost production/labor intensive business models would be an asset.
- Proven ability to work in an international and/or culturally-diversified environment, ideally having managed teams located across different countries and/or having had a previous experience as expatriate.
- Ability to operate as a key member of the organization leadership team, with demonstrated experience in providing strategic contribution to business results.
- Track-record of enlarging and developing teams, including succession management.
- Strong understanding and knowledge of the laws and regulations, labor market conditions and generally accepted Human Resources practices prevailing in North America.
- Client service and satisfaction orientation: understands and is responsive to customer needs in both the long-term and short-term and moves quickly to resolve client issues as they arise.
- A high level of business acumen and the drive to keep on top of the relevant business issues that affect the business units and the industry.
- Past experience in working in a complex post-acquisition environment is a plus.
- Experience working in the Provinces of Ontario and Quebec or at least sensitive to the cultural difference that exists.
- Courage to properly delegate and maturity to recognize when a hands-on approach is needed.
- Bilingualism is a must: excellent written and oral communication in English and French are required.
- A philosophy of lifelong learning.
- Willingness to spend 2 to 5 days per month in North America and 2 to 3 weeks per year in Europe.
- Internationally Mobile for future promotions would be a plus.

### ***Key Challenges***

- Lead, inspire, coach and develop the Human Resources team so as to position it as a world-class team that will actively support the company's business strategy and ensure a strong pipeline of talent for succession planning purposes;
- Help the Executive committee transform the organization (Be a change agent) in order to successfully adapt to the aggressive growth objectives;
- In conjunction with the Chief Executive Officer, continue on the quest to build a highly functional SR leadership team;
- Build the organization Brand into a recognized "employer of choice" organization;
- Position the Human Resources function as a strong business partner to the operations.

### ***Why Join the Company***

- ✓ Growth oriented, Montreal based organization;
- ✓ Join at a point where the potential footprint on the organization's growth is quite impactful;
- ✓ The human resources department is considered very strategic within the organization;
- ✓ Join an organization which is in a transformational phase.

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