



<https://intscanada.com/job/5388/>

Human Resources Advisor

Description

Seeking a dynamic Human Resources Advisor to act as the key HR contact, providing coaching and solutions to business leaders for a specific region and/or supporting departments. The successful candidate will work as part of the HR team to provide a broad spectrum of HR services to their client groups in areas such as employee relations and performance management, compensation, benefits, HR policy, and metrics/reporting.

Responsibilities

- Support business leaders with specialized and strategic HR advice in resolving employee and labour relations matters
- Effectively collaborate with business and Union partners to complete cross-functional tasks and resolve people matters that arise, including MOL inquiries/disputes
- In collaboration with HR leadership, partners with client groups to understand operational needs; obtain feedback for program design and create HR solutions appropriate to their business.
- Take the lead on employee incident reviews and investigations with home Administrators/leaders to ensure processes are followed consistently and due diligence has been done.
- Provide sound advice on workplace policies & procedures and share knowledge appropriately on applicable provincial legislation.
- Facilitate the implementation, interpretation and application of Extendicare's company policies, collective agreements, projects and programs.
- Accountable to deliver key projects in support of the business priorities, including root cause analysis, implementation, communication and change management of deliverables.
- Collaborate with your peers and key business stakeholders to add to the collective innovative thinking that can drive new ideas and processes.
- Develop and deliver training on HR-related topics to management, supervisors and employees as required.
- Evaluate needs and gaps in HR approaches and services for the business units and develop a plan to address requirements.
- Proactively leverage & analyze key HR metrics (headcount and turnover etc), identify trends & issues and partner with the business to implement relevant solutions.
- Maintain/enhance awareness of HR best practices and emerging issues both internally and externally to ensure our practices are relevant, market-competitive and supportive of the Extendicare Culture, Values and employment brand.
- Work with business leaders to elevate knowledge of HR trends and leading practices and provide insights around areas of opportunity for improvement or performance.
- Other duties as required.

Qualifications

Hiring organization

INTS Consulting

Employment Type

Full-time

Job Location

Mississauga

Working Hours

8 hours, Monday – Friday

Base Salary

\$ 25 - \$ 30

Date posted

2023-10-10

- University Degree or completion of a College Diploma Program in Human Resources. CHRP designation an asset.
- 5+ years of relevant HR/LR work experience within a Human Resources department with at least 3 years as an HR/LR generalist.
- Experience in unionized environment considered an asset.
- Strong leadership, interpersonal, communication and presentation skills.
- Working knowledge of human resources policy and practice and of relevant HR and employment-related legislation in applicable jurisdictions, including laws pertaining to Employment Standards and Human Rights.
- Thrive in fast-paced environment and driven to deliver results.
- High energy, strong work ethic, resiliency, versatility and flexibility.
- Demonstrated ability to interact effectively with all levels of an organization.
- Enjoys a challenge and committed to building a high-performance organization.
- Excellent organizational, project management and execution skills to ensure successful delivery/implementation of HR projects, policies and processes.
- Proficiency in Microsoft Office Outlook, Word, Excel, PowerPoint and HRIS.

Job Benefits

- Dental care
- Extended health care

Contacts

Send your resume to intsconsulting.hr@gmail.com