



**Credit
Canada**

Credit Canada HR Manager

The HR Manager will develop strategic HR plans and lead the functions of the Human Resources (HR) department.

Operating within a dynamic and entrepreneurial environment you will lead the planning, implementing and evaluating of HR policies, programs and practices that align with our vision and mission and enable our employees to make a positive impact in the lives of Canadians across the country.

Job Responsibilities

As HR Manager, you will report to the Chief Financial Officer.

You will:

- Lead Credit Canada's HR strategies and initiatives ensuring that they are aligned with the overall vision and mission of the Agency.
- Lead the creation and implementation of employee development programs and initiatives.
- Conduct employee engagement surveys and implement strategies to enhance employee satisfaction and engagement.
- Drive and support diversity, equity and inclusion initiatives.
- Partner with the leadership team to lead and execute the organization's human resource and talent strategy, particularly as it relates to current and future needs, recruiting, retention and succession planning.
- Chair the Joint Health and Safety Committee and ensure related obligations are met.
- Develop knowledge and capability in others at all levels across the Agency
- Stay on top of HR trends, best practices, regulatory changes including in talent management, performance management, pay and benefit program design, training and development and employment law. Assess needs and recommend programs, policies and practices.

Qualifications/Skills

You are:

- A role model of integrity and high personal standards
- A highly accountable results-producer with a proven track record, and an exceptional ability to take initiative and follow-through
- Able to analyse trends in employee practices and policies, compensation and benefits to ensure the organization attracts and retains top talent

- Able to analyse data and think critically to uncover insights and identify solutions that will influence business direction
- An innovator who embraces change and seeks out new ideas, learning and opportunities
- Transparent and inclusive with top-notch skill in communication and rapport
- Able to create meaningful collaborations with all stakeholders rooted in trust to find common ground for win-win solutions

You have:

- Excellent interpersonal, negotiation and conflict resolution skills
- Ability to act with integrity, professionalism and confidentiality
- Thorough knowledge of employment-related laws and regulations
- Knowledge of HRIS software and an aptitude for technology
- Excellent organizational skills and an ability to balance understanding of the big picture with thoroughness and attention to detail

Education and Experience Requirements:

- 3+ years of experience in Human Resources management preferred.
- Post-secondary education in HR Management and/or CHRP (or working towards CHRP) is an asset.
- Interest/experience in personal finance is a plus.

Please send resumes to michelle.bjorndahl@adecco.ca for immediate consideration