



Head - Human Resources

We are an innovative design and manufacturing company with a global reach and a passionate team located in GTA delivering engineering solutions to clients across the world.

We are looking for a Head – Human Resources who will provide strategic direction and operational leadership, with full accountability for the HR department. Reporting to the CEO, you will act as a strategic partner to the members of the management team and provide expertise in support of the organization's people initiatives.

You will be leading the HR department and will be fully accountable for the day-to-day management of HR operations in support of creating a memorable and enjoyable workplace experience for all employees. In addition, you will be a member of the senior management team and participate in corporate strategic planning, policy setting and the identification of emerging trends and issues with a focus on identifying and implementing solutions.

HR strategy and coaching – 20%
Recruitment – 40%
HR operations and compliance – 20%
Engagement & training & development – 20%

What you will be doing:

- Lead the strategic and functional aspects of human resources department, including full-cycle recruitment and onboarding, employee/labour relations and retention, training and development, performance management, succession planning, org design, payroll processing, compensation, and benefits, occupational health & safety;
- Provide strategic planning of human resources for Canadian headquarters and current/future international GVA's subsidiaries (UK, USA, continental Europe, UAE);
- Oversee the execution, implementation, and maintenance of company workplace policies;
- Provide leadership in building strong culture and employee engagement strategies;
- Advise and provide expertise to management to ensure the human impact of business decisions are understood and managed; support internal communication strategy;
- Analyze the effectiveness of current HR operations and policies, and offer recommendations to meet future HR trends;
- Develop solutions which foster and promote an organizational culture that is collaborative, inclusive, and diverse;
- Consult and manage day-to-day employee relations matters, conflict resolution, grievance management, workplace investigations, ensuring equitable and fair resolutions;
- Accountable for all labour relations matters (entry-exit) and ensure legal compliance;
- Provide consultation, coaching and training to managers for performance management, recruitment, and employee relations;

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We think independently, never copy.



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- Lead training and development strategy and plan; ensure mandatory training compliance;
- Serve as the primary contact for partners and suppliers, such as corporate health and wellness services (employee assistance programs, disability management, modified work and safe back to work programs);
- Maintain current knowledge of all related employment legislations (i.e. Human Rights Act, Employment Standards, Employment Equity, and Occupational Health & Safety Act);
- Prepare and present HR related metrics and analysis to management team.

What would make you a great candidate

- 10+ plus years of experience in an HRBP/ HR generalist capacity, with at least 3-4 years in functional leadership role;
- Experience managing full recruitment cycle for a variety of roles (a must);
- Experience and comfortable working in the engineering and manufacturing sector with a diversity of talent and teams including hourly employees (a plus);
- Strong relationship management, influence, and coaching skills, with proven the ability to build trust across a diverse employee base;
- Applied knowledge of Canadian (Ontario) labour legislation as well as a strong foundational knowledge of global HR practices and solutions;
- Strong written and verbal communication skills;
- Advanced creativity and critical-thinking skills leading to advanced decision making capability;
- Able to deal with ambiguity, amongst multiple projects and competing priorities, tenacious, curious and a solution-oriented team player;
- Ability to successfully lead a team and a department;
- Bachelor's Degree or equivalent education/experience in HR or Psychology (a must);
- CHRL/CHRP designation, MBA and/or business experience (an asset)

During the selection process you might undergo psychometric tests, as well as practical exercises to help us identify those who have the right attitude, skills, know-how and to find a cultural fit with our company's values.

Why GVA?

- We offer valuable learning opportunities enabling professional growth
- You will receive a competitive salary based on skills and experience
- You will have room to grow your career;
- You may take pride in having participated in landmark projects at home and around the world
- When you work with us you can qualify for professional development, employer sponsored health benefits and retirement savings plan

We are an exceptional and talented team with a strong vision and set of values. Our passion enthusiasm are contagious, and they have helped us attract great talent, partners, and clients. If you want to be part of a dynamic and growing organization, then you are the right candidate.

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We are proud to be an equal opportunity employer committed to the attraction, selection, advancement, and fair treatment of all individuals. In accordance with the Human Rights Code and Accessibility for Ontarians with Disabilities Act a request for accommodation will be accepted as part of our hiring process.

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