

DIRECTOR of HR

City of Bathurst, NB

Permanent Position
Annual salary: up to
\$108,000

Video <https://www.facebook.com/watch/?v=2658698607792826>
Web www.chaleurregion.ca
2021 most liveable place <https://rates.ca/guides/mortgage/canadas-most-livable-cities>

OUR CLIENT

THE CITY OF BATHURST

It is one of eight New Brunswick municipalities that hold city status. Located in the county of Gloucester and on traditional Mi'kmaq land, Bathurst is located on the southernmost part of the Chaleur Bay. As a regional service centre, the City of Bathurst maintains close ties with the surrounding villages and municipalities, thus constituting a pool of more than 35,000 inhabitants regularly visiting its territory and taking advantage of its services.

YOUR CHALLENGE

Reporting to the Chief Administrative Officer, the Director of HR provides strategic and operational leadership to the full range of human resource management functions for the City of Bathurst to meet the strategic needs of the organization.

The Director of Human Resources is responsible for building the human resources function to meet the strategic needs of the organization and supporting the organization as it evolves, developing human resources policies, practices and programs. The successful candidate for this position will have the opportunity to develop and promote a unique corporate culture and environment for a dynamic organization.

THE IDEAL CANDIDATE

As the ideal candidate, you have a successful track record of senior leadership experience, ideally within a public sector/municipal environment; a post-secondary degree; and ten plus years of experience managing human resources functions, including employee relations, total rewards (compensation and benefits), policy and program development, and talent management.

A natural collaborator with strong interpersonal and communication skills, you are fluent in both official languages. Additionally, you have a well-earned reputation for building consensus and effective working relationships with a diverse group of stakeholders. You have in-depth experience working in a unionized environment and can efficiently and confidently manage labour-management issues. You have the ability to communicate information in a clear and concise manner, can confidently present reports to stakeholders, and make recommendations based upon thorough analysis and reliable risk assessment. You are effective, working both at a strategic and hands-on level and can identify opportunities for improving efficiency and service. You are a respected and trusted advisor and decision maker with a track record of success as a leader and manager of people. Your leadership style is approachable and inclusive, and you can inspire a team to reach new heights of creative thinking, dedication, and continuous improvement. As a strategic and energetic HR professional, you are equipped with strong technical knowledge of the full breadth of human resources functions. You are astute savvy and detail oriented, with excellent analytical, problem solving, and decision-making skills. Credible, you have strong personal values and ethics. You earn the respect of internal and external colleagues by encouraging input and remaining flexible, open-minded and discrete.

You will bring a wealth of relevant knowledge and experience to this role and lead by example in working towards a common vision of providing optimal service for the residents of the City of Bathurst.

To find out more about this exciting career opportunity, please send your resume and cover letter to:
Rino Maltais, Project Lead & Partner at R2
rino.maltais@r-2.ca or via
<http://r-2.ca/content/job-seekers>

Applications must be submitted in English or French, including a resume and cover letter.

Our client is open to considering candidates from alternative professional backgrounds and offer equal opportunity to employment for all. It encourages women, Aboriginals, members of visible minorities, ethnic minorities, LGBTQIA2+ and persons with disabilities to apply.

We thank all the candidates; however, only those whose profile best fits the requirements of this position will be contacted.

*Please note that if the masculine is used in this text it is for the sole purpose of lightening the reading.