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## Vice President, Human Resources

### Montreal - QC

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#### Overview

Our client is a global and industry leading technology company with a diverse product range that reaches an incredible number of individuals worldwide. The company is experiencing tremendous growth and is looking for a dynamic, proactive and creative Vice-President of Human Resources to be a part of this incredible organization.

As the VP, Human Resources, you will be responsible for all facets of Human Resources and Talent Development, promoting and executing human resources activities and programs to drive forward and deliver on the company's organizational objectives and business plans. This will include working hand in hand with senior leadership to drive creative and high-volume talent acquisition activities, as well as leading talent and leadership development along with the management of compensation, payroll and benefits. This leader will also drive strategic planning to provide the company with the best strategies for talent retention including positioning the company as a top employer in its field as well as building upon the existing framework to increase employee engagement.

#### What You Will Do

- Act as a brand ambassador for the company and evaluate and advise on the implementation of creative strategies for both short and long-term attraction of top talent for the organization incorporating pipelining of high demand talent as a key focus.
- Be a creative and resourceful individual who will focus on the candidate experience, continually assessing the competitiveness of all talent acquisition strategies as well as employee programs and practices against the increasingly competitive marketplace.
- Collaborate with the senior leadership team of the business to translate the business plans into strategic and functional HR plans, including participating in the conversations around the company's forward-moving strategy from the perspective of the impact on talent in the organization.
- Be aware and ahead of market and competitive trends and make recommendations if necessary for progressive and proactive compensation and benefits programs to provide motivation, incentives and rewards for effective performance.
- Lead and make suggestions on employee engagement programs, including the effective use of employee surveys with a specific focus on the analysis of the survey results to report useful KPIs to the senior leadership team.
- Establish strong credibility throughout the organization to be an effective listener and problem solver of people issues, positioning the HR function as a beacon for the employee experience.
- Oversee the organization's communications with a focus on providing accurate, engaging and motivational communications to the company's talent as well as the public in general.
- Identify and provide creative solutions for strategies to identify competency, knowledge and talent gaps and recommend and/or develop specific programs to fill the identified gaps, including succession planning programs for key contributor and management positions, training and development programs for employees and general development programs to enhance employee knowledge and understanding of the business and strategic direction of the company.

- Review, enhance and/or develop HR policies and procedures if needed, including management of the human resource information systems database and creation of necessary reports for critical analyses of the HR function and the talent resources of the organization.
- Maintain strong knowledge of international HR policies, programs, laws and issues, coordinating the distinctions between these programs and the integration of such.
- Evaluate the HR structure and team with a focus on continuous improvement of the efficiency and effectiveness of the group, including providing individuals with professional and personal growth opportunities.
- Manages the budget and other financial measures of the HR department.

### Skills & Qualifications

- Bachelors' degree or equivalent with a minimum of 10 to 15 years of related experience leading an innovative human resources function in the technology field.
- Demonstrated leadership capacity having worked collaboratively with the C-Suite.
- Strong experience in strategic-level HR planning while maintaining a hands-on approach with the business.
- Very strong knowledge of overall HR functions including experience with compensation as well as payroll on a global scale.
- Strong ability to read metrics and analytics and translate them effectively to drive the business plan of the organization.
- Excellent communication skills in English and French with strong experience presenting recommended strategies to senior leadership.
- Very strong knowledge of local and international labour laws.
- Strong experience with MS Office and knowledge of HRIS.
- Strong experience having managed external vendors and suppliers including a demonstrated ability to negotiate effectively in the company's best interest.

### Why Join?

**The Organization.** A global and industry leader in their field, leading and driving innovation in technology.

**The Role.** An opportunity to lead the human resources function of a fast-paced organization that puts an incredible focus on talent.

**The People.** Innovative and creative individuals that are working together to create an exceptional experience for their users worldwide.

### Your Next Steps

Email your resume in **word format** to [gtremblay@radarhh.com](mailto:gtremblay@radarhh.com). Please quote **project #106593** in the subject line. radar promotes the highest standards of integrity and principles of quality, diversity, equity, and ethical practice. We thank all those who submit their résumés. Only those selected for further consideration will be contacted.