
Senior HR Manager, Human Resources Business Partner Human Resources – Montreal QC

Overview

The company has a great opportunity for a Senior HRBP, who has a proven track record of driving significant business changes, leading and developing people and working effectively within a high performing and diverse team.

You'll need to be experienced, driven, agile and willing to challenge the status quo and effort switch between offering strategic leadership and day to day hands on operational excellence in a fast paced and transforming environment

Working with the company opens the doors to a varied and accelerated Global Career with locations in over 180 countries worldwide. If you have the talent and motivation to help us succeed, you'll find we are equally committed to helping you reach your full potential. Along with our focus on career development we provide our employees with an attractive compensation package that covers:

What You Will Do

Strategically positioned as a key member of the National HR Canada Leadership team and reporting directly to the VP HR this role will be responsible for:

- Execution of the HR strategy, operational plans and HR roadmap in partnership with HR Centers of Excellence;
- Contributing to the success of cross-functional initiatives that support the strategy and delivery of the Canada Growth Plan;
- Providing human resources expertise in the areas of talent management, organizational development and effectiveness, employee relations, leadership development and reward;
- Acting as a trusted advisor, coach, and consultant for leaders and leadership teams to improve their leadership capability, team effectiveness, strategic insight, and business performance;
- Playing an integral part within the respective functional leadership teams, having the credibility and business knowledge to be consulted and to actively contribute to overall business decisions;
- Partnering with business leaders in driving culture change and embedding purpose and values within the business; enhancing organizational effectiveness and change management capability; driving employee engagement research and responses in the business; and supporting the leadership team in nurturing a culture of high performance, meritocracy and continuous improvement.

Skills & Qualifications

- Experienced HR professional with extensive HR experience (Generalist, Talent Management and) working in a fast moving, complex, highly matrixed organization that is highly regarded for its progressive HR function;
- Strong commercially savvy HR generalist with a minimum of 8-10 years of experience in a HRBP position of increasing responsibilities;
- Excellent consulting, communication and engagement skills, coupled with the ability to influence senior stakeholders in establishing / delivering HR actions and metrics to meet strategic objectives;
- Highly collaborative, with the ability to engage and work in partnership with HR community within the Business, Region and Globally;
- Strong personal credibility with ability to build trusted relationships with senior business leaders;



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- Ability, tenacity and drive to navigate through ambiguity and delivery commercially relevant solutions effectively;
- Proven ability to learn quickly and is committed to self-development;
- Spoken and written English communications skills. (Bilingual French / English desirable).

Why Join?

The Organization. Join an innovative, and collaborative team with a professional work environment

The Role. A challenging HR position, where you will be able to have a direct impact on the business

The People. A progressive HR team, with amazing values, focus and leadership

Your Next Steps

Email your resume in **word format** to mfgiroux@radarhh.com. Please quote **project #106714** 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.

