
Senior Human Resources Business Partner Finance/Investments – Toronto, Ontario

Overview

Reporting to the Vice-President, Human Resources – Canadian Division, you will provide customized HR solutions and strategies which will maximize the people manager experience and ultimately lead to employee experience and drive organizational efficiency. Ensuring that the right people are in the right positions and prepared to meet the evolving needs of the business will be an ongoing preoccupation. You will partner with the business to provide coaching and support in the areas of HR and strategic planning.

What You Will Do

- Understand the business plans, objectives and operating environment of your client groups in order to translate business needs into integrated HR solutions;
- Act as a single point of contact for your client groups for your designated business units;
- Provide guidance and advice regarding HR processes and programs;
- Coach managers regarding employee relations ensuring that company values prevail and that outcomes respects relevant legislation;
- Partner with talent acquisition to ensure we have the right people in the right positions;
- Support recruitment initiatives by being on the forefront of workforce planning and identification of companywide talent;
- Partner with the business to identify learning and development solutions to build capabilities within the assigned client group;
- Partner with our compensation center of excellence to focus on the key elements that will enable us to attract, motivate and retain talent to achieve our desired business results;
- Manage the implementation and launches of all HR programs in your client groups;
- Provide the Vice-President, Human Resources with recommendations, design, facilitation and implementation of solutions to ensure alignment with the client groups' strategic development and long-term planning.

Skills & Qualifications

- Bachelor's degree in Business Administration, Commerce or related field;
- Certified Human Resources Professional (CHRP) designation is a must;
- 10+ years of experience in a HR business partner role; combined with strong experience in compensation – specifically in a complex structure;
- Strong HR & Business acumen, including strong problem-solving skills, critical thinking, professional demeanor and attitude;
- Ability to think, act and execute on a strategic level and interact with division executives and senior level managers;
- Experience coaching and managing employees through complex issues;
- Strong team player who has experience working in multi-site environments;
- Ability to deliver projects and assignments on budget, on time and on quality;
- Ability to articulate oneself effectively verbally and in writing with a variety of audiences;
- Ability to organize and prioritize work; and manage projects from conception to implementation;
- Experience in the financial industry would be a strong asset;



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- Strong knowledge of Quebec labor laws;
- Bilingualism (English and French), an asset;
- Must be able to travel between Montreal and Toronto as needed.

Why Join?

The Organization. A well-established Canadian company with a strong global presence.

The Role. The opportunity to facilitate and lead change as well as influence the business.

The People. Opportunity to work with dynamic and talented individuals who are passionate about their work.

Your Next Steps

Email your resume in **word format** to mohane@radarhh.com. Please quote **project #106706** 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.

