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## Manager Human Resources Eastern Canada

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### Overview

Our client is seeking for a dynamic Human Resources Manager to provide strategic leadership and direction to their Office, Retail, Residential and Real Estate Legal groups in Eastern Canada. As a member of the HR leadership team in Quebec, you will play an integral role in shaping the future direction of these critical services across a high- profile region. Reporting to the Director of Human Resources, you will support business objectives, coach, provide advice, influence the right behaviors, communicate to engage and champion change. In partnership with our Centre of Excellence (COE) colleagues, design and deliver effective and practical HR programs for our business partners.

### What You Will Do

- Providing sound HR business partnership on a wide range of HR functions including labor relations compensation, talent management, workforce planning, performance management, organizational design, change management, employee relations, succession management, recruitment, process improvement, learning and development.
- Partnering with the Director, Human Resources to assess and develop a sound strategy to address each business partner group.
- Facilitating the annual compensation review for the region and partner with the appropriate COE groups to ensure accuracy, timeliness and consistent communication with business partner groups.
- Identifying opportunities for strategic compensation reviews and special circumstances in the business.
- Managing the exit process within each business partner group including exit interviews, termination documentation and conducting termination meetings.
- Participating in cross-functional projects and other related activities as assigned.

### Skills & Qualifications

- Strong fluency in French/English – both written and verbal with the ability to effectively communicate within all lines of business and leadership groups.
- 8 to 10 years of progressive HR experience across multiple HR disciplines preferably within a larger, multi-site corporate environment.
- Minimum 5 years of experience in Labor Relations, experience with contract negotiations preferred.
- A post-secondary education, preferably in Human Resources Management or Business Administration with a professional HR designation as an asset.
- Experience with Quebec Pay Equity.
- Experience with Union environment.
- Ability to travel (about 40%).
- Organizational agility, with a high level of comfort in dealing with employees and business leaders at all levels.



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- Demonstrated business and financial acumen skills which translates business needs into desired results.
- Exceptional time and project management skills with proven organizational and multi-tasking proficiency.

### Why Join?

**The Organization.** Join a dynamic real estate investor, developer and manager that embodies the strong values of its 1,800 talented individuals and is an industry leading global investor

**The Role.** A role in the action, close to employees!

**The People.** They get stuff done, and have fun doing it! They take great pride in contributing to the communities where we live with an ever-constant eye to the global markets.

### Your Next Steps

Email your resume in **word format** to [ctucci@radarhh.com](mailto:ctucci@radarhh.com) Please quote **project #106850** 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.

