



1 FTE Director of Human Resources Posting VCS #102

Recognized throughout Southwestern Ontario as a leader in children's (birth-14 years) mental health, Vanier Children's Services provides innovative treatment programs and services for children, experiencing emotional and behavioural challenges. For over 50 years, Vanier Children's Services' mission has been to improve the lives of infants, children, youth, and their families through the provision of mental health services and support based on clinical excellence, collaboration, partnerships, and system leadership. Appointed by the Ontario Government as "Lead Agency for Child/Youth Mental Health (CYMH) System Management" in London-Middlesex (2014), Vanier is also accountable for community-wide Child/Youth Mental Health System Planning (MCYS: "Moving on Mental Health").

Position Summary:

Reporting to the Executive Director, the Director of Human Resources will create an engaged workplace environment. Aligned with Vanier's strategic plan, they will be responsible for the development of progressive Human Resources that will meet Vanier current and future needs. They will develop strong internal and external partnerships to ensure the organization models best practices and maintains a competitive edge.

The Director is relied upon to act as a trusted business partner and a collaborative colleague to influence change and deliver options and solutions. Through close partnership the Director will provide expert advice and feedback while ensuring compliance with policies, procedures and employment legislation and collective agreements, on areas of employee and labour relations, operations, compensation and benefits, organizational development, and talent management,

Qualifications & Experience:

- University degree in an HR or related field or a combination of any degree with diploma in Human Resources management.
 - 5 years or more progressive HR leadership experience in a unionized healthcare, social services or broader public sector organization preferred
 - Certified Human Resources Leader or Certified Human Resources Executive (CHRP or CHRE)
 - Trusted leader with a high level of integrity
 - Exceptional labour management skills, with experience working as a leader in a unionized setting
 - Strategic leader and thinker, with experience in strategic planning, performance metrics, and analytics
 - Thorough knowledge of employment-related laws, regulations and best practices, along with policy development and implementation.
 - Self-directed approach with an ability to organize, plan, prioritize, and execute at high-level;
 - Ability to be resourceful and flexible to meet the needs of the organization and the demands of the position; balancing the planning and implementation of longer-term strategy and problem-solving day-to-day issues;
 - Excellent written, verbal and interpersonal communications skills including coaching, group facilitation, influencing and the ability to collaborate and negotiate with internal and external contacts; and
 - Proficiency with Microsoft Office suite, recruitment platforms, and other human resources related software/programs.
 - Strong and effective interpersonal, communication, negotiation, and dispute resolution skills
 - Ability to interpret and apply legal decisions/case law and to build strong relationships and consensus and to establish trust
 - Ability to understand the organization and take a systems perspective
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- Service-focused and change leadership skills
- Results oriented and ethical decision-making ability
- Flexibility in adapting to change, influence change, and facilitation in consultative decision-making processes

Duties & Responsibilities

- Provides operational leadership and strategic direction for all HR functions such as recruitment, retention, training, performance management, Health and safety and labour relations.
- Fosters a respectful, inclusive, and safe culture where people feel valued and inspired to do great work.
- Oversee organizational compensation and benefits policies and provisions and pay equity
- Provide leadership and oversight in the interpretation of collective agreement and labour relations
- Influence and lead change management and transformation initiatives
- Provide guidance, coaching and assistance to leaders in developing effective people practices
- Provide leadership, coaching and mentorship to the reporting Human Resources teams
- Establish and evaluate benchmarks, goals, and objectives aligned with corporate strategic direction; establish performance metrics and monitoring systems
- Lead/participate in the development and implementation of HR policies, programs and continuous improvement initiatives

Requirements

- Full COVID-19 vaccination status
- 2 Step TB test
- Acceptable vulnerable sector criminal reference check

Apply to: Lesley Marriott, Human Resource Manager
@ lmarriot@vanier.com
by October 31, 2022 4:00 p.m.

Vanier is committed to building a diverse workforce reflective of Canadian society. As a result, it promotes employment equity and encourages women, Indigenous persons, persons with a disability and members of visible minority groups to apply.

Vanier is committed to developing inclusive, barrier-free selection and appointment processes and work environments. If contacted in relation to this process, please advise the organization's representative of your need for accommodation measures which must be taken to enable you to be assessed in a fair and equitable manner.

While we appreciate your interest, only those selected for an interview will be contacted. Any information obtained during the course of recruitment will be used for employment recruitment purposes only, and not for any other purpose.
