
Manager, Human Resources Saskatoon, Saskatchewan

Our client is an international manufacturer and distributor of quality food products throughout North and South America. The organization is a public company whose shares are listed on the Toronto Stock Exchange. Commitment, integrity, technical knowledge, attention to details, a positive attitude, leadership skills and a sense of business are some of the basic qualities shared by all members of the company's team.

The HR Manager is a key member of the Saskatoon based Leadership Team and reports directly to the **Regional HR Director BC/Alberta/Saskatchewan**. Key responsibilities include HR leadership, advisory and support services to the Saskatoon based plant employees and management.

- Participate in the site business planning process and recommends the organizational structures and human resources strategies/programs to achieve the business plan objectives;
- Foresee the needs in hourly and staff employees and ensure that management needs, skills sets required and time frames are properly identified and satisfied; creates and implements HR strategies and operational plans in the areas of cost, customer service and overall company performance targets;
- Completes analysis and develops strategies to leverage the contribution of human resources across the organization and ensure the necessary competencies are available and retained to successfully meet business, owner and customer objectives;
- Ensure that the Company maintains efficient human resources information systems and employee records so as to support the efficient administration of human resources management programs;
- Ensure that occupational health, management programs and practices exist in the best interest of the Company and the employees; Ensures consistent application and compliance of HR policies across the organization, including monitoring HR related Provincial and Federal legislation in the areas of Labour, Health, Safety and Privacy. Evaluates the impact of such practices within the best interests of the parties;
- Support managers in leading resources to ensure that it is compatible with the Company's management philosophy, respectful of the policies and practices and ensure that problems involving employees in their relations with the company are resolved with equity and consistency;
- Innovatively develops and adapts HR policies and programs focused on cost effective and high performance programs, progressive and positive labour relations strategies, recruitment and retention plans, organizational development/performance measurement, capacity and competency development and leadership excellence;
- Provides example based leadership to encourage the performance and development of the skilled Human Resources Team and facilitates the development of strong leadership practices across the organization. In partnership with Business Unit leaders facilitates the development and delivery of business unit objectives, performance indicators and performance reviews for HR staff and contractors

A University degree is preferred, combined with a CHRP and/or advanced degree(s) in a related field would be a definite asset. A track record of coordinating a human resources function and specific experience in a unionized environment is preferred. The successful candidate must be highly communicative and self-driven, able to work without structure and form relationships across the organization based on respect and integrity. The role requires the ability to deal with a broad variety of skills levels and consistently reflects the commitment and values of the business culture.

Please apply immediately and in confidence to Ora Zabloski at ora@amkorgroup.com
Interested individuals may also contact Ora personally by telephone 403-239-9035
Direct to discuss this opportunity further. A highly professional relocation, salary, benefits, professional development and vacation package is provided.