

POSITION	Position Title	
Positions Required	Permanent - Full Time	
Position Title	Dir, Human Resources	Reporting to: Vice President of Operations
Compensation	Competitive salary and a comprehensive benefits package will be offered	
KPI	Talent Strategy (Acquisition, Development, Engagement and Retention). Also accountable for total rewards, employee relations, performance management and learning and development	
Posted date	Closing date:	
The Opportunity:	Reporting to the VP of Operations, (with plans to build the People practice with executive leadership in future), the successful candidate will be instrumental in helping to build a professional People Practice across all of our locations within the US and Canada. Acting as a true partner, you will be offering guidance and advice to our Leadership Team and support to our colleagues in the area of employment law (state, provincial and federal laws), corporate policies, procedures, employee relations and the overall employee experience. This role will also have purview over the Talent Acquisition function, hiring exceptional talent, creating a memorable and functional onboarding experience, and helping to build our development practices including feedback and learning opportunities.	
What we need you to do:	<ol style="list-style-type: none"> 1. Design and implement the compensation structure and benefit programs. Maintain a pay plan by conducting periodic compensation surveys; scheduling and conducting job evaluations; working with Finance, prepare pay budgets; monitoring and scheduling individual pay actions; recommending, planning, and implementing pay structure revisions. Managing aspects of the payroll process across Canada and the US. 2. Work with C Suite to design, communicate and implement our corporate values 3. Supporting and guiding on the organizational structure through progressive recruiting techniques, understanding the business and advising on candidate selection; conducting and analyzing exit interviews, integrating findings. 4. Build a world class on-boarding program, ensuring that new hires are ramped and ready to execute, equipped with all necessary knowledge, infused with a strong understanding of our values, and motivated to support our mission. 5. Working with our leadership team to ensure a strong understanding of goals, metrics, colleague assessment, how to manage and motivate strong performance, how to deal with difficult situations and how to build and support an engaged colleague population. 6. Understanding the benefits that are most valued by our population and working to implement programs across North America in support of these findings. Working with appropriate brokers by geography, understand the trends and technology available to consider and ensuring that our benefit programs are valued, cost-effective, clearly communicated and seamless to access and utilize. 7. Ensure legal compliance by monitoring and implementing applicable human resource provincial, state and federal requirements; conducting investigations; maintaining records and ensuring complete compliance to requirements in each jurisdiction. 8. In conjunction with the management team, building a high performing People practice, ready and able to scale with the business. 9. Maintain professional and technical knowledge by attending educational workshops; reviewing professional publications; establishing personal networks; participating in professional societies. 	
What you bring:	<ol style="list-style-type: none"> 1. Educational background in business, certified level in Human Resources. Master of Arts/Master of Science in Human Resource Management preferred, 3-5 years experience in significant People Practice role 2. An engrained commitment to building a diverse organization and educating and promoting best practices to support a diverse colleague community 3. Strong track record, ideas, leading capability in recruiting, performance management, payroll, compensation practices and L&D. 4. Exceptional foundational experience - building policies, practices and programs in support of an engaged workforce 5. Curiosity and motivation to understand technology in support of a truly seamless colleague experience 6. Unparalleled reputation in coaching and partnering with colleagues of all levels across the organization 7. Deep understanding and record of success in building a remote culture, and thoughtfulness in initiatives towards a COVID and post COVID employee experience. 8. An exceptional ability to collaborate with a scrappy, dedicated and uniquely skilled team in a fast, stimulating and enjoyable environment. An incredible sense of humour is a must! 	
What we offer:	<ul style="list-style-type: none"> • An opportunity to help build a company committed to changing dedicated to children's safety • The opportunity to build a People practice from the ground up • A leadership team deeply committed to people practices and fully supportive of the need to have a world class People function and the resources to support this. • Endless opportunity to learn, grow and develop as an HR practitioner. 	
<p>We're looking for a key partner to add to our leadership team. This is an important role for us, and an incredible opportunity for the right candidate. Our environment is inclusive, diverse, ignited, built on integrity and deeply committed. Come and help us keep our children safe.</p>		