



Manager of Human Resources

The Municipality of Greenstone is seeking a progressive leader to serve as a **Manager of Human Resources**.

Greenstone was created by the amalgamation of the former municipalities of Geraldton, Longlac, Nakina and Beardmore. It also includes settlement areas such as Caramat, Jellicoe, Macdiarmid and several First Nations communities. Greenstone is in the District of Thunder Bay and has a population of about 4,600. It has an area of 3,172 sq. km. (1224 sq. mi.) making it one of the largest municipalities in Canada.

A notable development in the community is the 60/40 partnership, by Equinox Gold and Orion Mine Finance Group, that has revitalized former assets of Premier Gold. With a US\$1.23-billion investment the Greenstone gold mine near Geraldton wraps up after a challenging but ultimately smooth three-year build. The Equinox/Orion partnership is on track to hire more than 400 positions and is scheduled to commence gold production the first half of this year. The mine is expected to produce than five million ounces of gold over it 15-year life-span and will create significant economic benefits for the region through direct and indirect opportunities within the community to support the mining operations.

Our new strategic plan has set the tone for the future. Our vision is to be an inviting and inclusive community of communities by fostering quality of life for all in an economically sustainable way. Our mission is to collaborate and connect with rights holders, communities, and other partners, to balance Greenstone's needs and expectations by adapting policies and programs to economic realities Our values are focused on key themes of Pride, Inclusivity and Collaboration, Fiscal Responsibility, Environmental Stewardship, Respect and Communication.

In Greenstone, a new adventure awaits around every corner. It's about as far from city life as you can get with world-class fishing and hunting, vast wilderness to explore, white sand beaches for swimming, all served with friendly, warm northern hospitality.

Your Opportunity to make a Difference

We are currently seeking a **Manager of Human Resources** who is a highly motivated, energetic individual with exceptional people leadership skills to join our senior management team.

In this key role you will provide inspirational and collaborative leadership as well as specialized and strategic advice and consultation to our senior-leadership team, and staff with respect to human resources, employee relations and labour relations.

In addition, you will be accountable for leading all human resources programs across our organization and will ensure effective application of human resource best practices and solutions in support of our strategic goals while ensuring our commitment to authentic equity, diversity, and inclusion.

This will include functions such as HR strategy and policy development as well as supporting programs such as talent and performance management, employee and labour relations, recruitment, HR information systems, compensation and benefits, pay equity, employee wellness, health and safety, disability management, equity, diversity and inclusion.

The Municipality of Greenstone offers a competitive salary and comprehensive benefits package. Play a key role in our evolution and make Greenstone the best place to live, work and play.

Ideal Qualifications

Note that we are open to considering both proven leaders, those looking for the next step in their careers and those with comparable experience.

- **Progressive Experience in Human Resources:** Significant (at least 5 years) progressively responsible human resources management experience, preferably in a public sector environment with significant experience in a unionized work setting.

- **Human Resources Leadership :** Significant experience leading a range of disciplines including HR strategy and policy development, and operational program delivery including talent management, labour relations, recruitment, HR Systems, compensation and benefits, pay equity, wellness, health & safety, equity, diversity and inclusion.
- **Labour Relations:** Excellent skills in collective agreement administration including negotiating and mediating collective agreements, and conflict resolution.
- **Service Excellence:** Demonstrated ability to provide customer service excellence across the organization through effective delivery of innovative programs and services in time-sensitive and changing environments.
- **Legislation:** Thorough working knowledge of a the Employment Standards Act, the Labour Relations Act, the Worker's Compensation Act, the Occupational Health and Safety Act, and all other related Provincial and Federal legislation pertaining to human resources,
- **Technical Abilities:** Proficiency in information technology solutions related to human resources.
- **Interpersonal and Communication Skills:** Strong organizational, analytical, communications and presentation skills with an ability to deal with employees, Council and the general public.
- **Education:** University Degree or College Diploma in a related discipline; certified Human Resources professional designation would be an asset.

If you enjoy nature and rural living and wish to live in the north - this is a unique opportunity to experience nature and rural living at its best. Benefits of working with Greenstone include:

- **Location** – Greenstone is known as "Nature's Hometown." Located just off Trans-Canada Highway 17, turning onto Highway 11 at Nipigon, the unspoiled beauty of Greenstone unfolds with miles of Boreal Forest and vast numbers of lakes and river systems. Thunder Bay is a short three-hour scenic drive away.
- **Active Lifestyle** – we are a prime location for a range of outdoor activities and attractions. Enjoy hiking, golf, x-country skiing, snowmobiling, fishing, hunting and boating on the many lakes in our community.
- **Housing** – The average price is significantly less than most of Ontario and includes opportunities for waterfront ownership. Reasonable prices allows you to live mortgage free if moving from an urban area.
- **Healthcare** – The Geraldton District Hospital is in Greenstone and provides a wide range of health care programs and services. Next to the hospital is the Northern Horizon Health Centre, which offers a wide variety of services for the community.
- **Education** – An exceptional educational system at both the elementary and secondary levels in both official languages.

How to Apply

To explore this opportunity please apply via email with a covering letter and resume to careers@waterhousesearch.net quoting project **GS-MHR**. Please note that this is an urgent requirements and we may consider candidates ahead of the closing date.

Should you wish to speak to our Executive Recruiter or to receive a detailed position description please contact Lisa Folger at 1-888-228-8883, lisa@waterhousesearch.net or Jon Stungevicius at 416-214-9299 x1, jon@waterhousesearch.net.

All applications will be held in strict confidence. We thank all applicants, however, only those selected for an interview will be contacted. Personal information is collected under the authority of the Freedom of Information and Protection of Privacy Act and will be used for employment assessment purposes only.