

The Home Construction Regulatory Authority (HCRA) is a private not-for-profit corporation that if designated by the Government of Ontario, will be the regulatory authority responsible for licensing of Ontario's new home builders and vendors. HCRA intends to foster improved home quality and homebuyer confidence in the home building industry through modernized licensing standards, education and compliance, providing increased consumer protection through enhanced regulatory measures. To learn more about HCRA please visit www.hcraontario.ca.

Manager, People & Culture

HCRA is seeking an experienced HR leader with a 'big picture' perspective to lead the development and implementation of human resources strategies, policies, services and best practices. Reporting to the Director, Corporate Services, your responsibilities will involve:

- developing an HR strategy, in consultation with senior leadership, to support business objectives and foster a strong culture based on HCRA's mission, vision and values;
- managing the implementation of HR best practices for organizational effectiveness/organizational design, performance management, staff development, workforce planning, and change management;
- managing the delivery of operational HR services, including recruitment, employee relations, health and safety, total compensation and maintenance of employee records; and,
- supporting senior management by providing advice and consultation on HR policies and programs and facilitating the implementation of strategies to develop and build capacity.

Successful candidates will demonstrate the following:

- ✓ A minimum of six years of progressive HR experience. Experience leading a team is an asset.
- ✓ Completion of a university degree in human resources management, business management or a related field (or a combination of equivalent education, training and experience); designation of Certified Human Resources Professional/CHRP (or related certificate) is an asset
- ✓ Strong technical HR knowledge of principles and best practices required to develop and manage an organization's human resources ranging from strategic development through to operational implementation, including relevant HR legislation (ESA, OHSA, OHRC, etc.)
- ✓ Demonstrated knowledge of organizational development and strategic business planning or program management, including evaluation and quality management
- ✓ Experience using judgement and problem-solving to manage complex or contentious HR issues
- ✓ Transformational leadership to create a high-performance culture
- ✓ Change management abilities to create a positive, inclusive and productive work environment;
- ✓ Political acuity to recognize and respond in a timely manner to policy and stakeholder issues which may have an impact for the organization
- ✓ Effective facilitation, negotiation and conflict resolution skills to develop and build consensus
- ✓ Demonstrated proficiency in developing successful relationships with internal and external stakeholders
- ✓ Strong influencing, communication, and vision-setting abilities to support development of HCRA's strategic and business plans

How to Apply

To apply, please forward your resume and cover letter to HR Associates (our recruitment partner) at mpc@hrassociates.ca by October 5, 2020. If you have questions, please contact Diana Pisignani at 416-237-1500 x238. For more information about HCRA or to view other career opportunities, please visit www.hcraontario.ca.

HCRA will offer a competitive compensation package including benefits and a defined contribution pension plan.

We thank all external applicants for their interest, however, only those selected for further consideration will be contacted. Accommodation, if required, will be provided throughout the hiring process in accordance with the Human Rights Code.

HCRA IS AN INCLUSIVE EMPLOYER.

