

EMPLOYMENT OPPORTUNITY – Halifax
Human Resources Consultant
Human Resources Department
1 Position (Term until December 28, 2018)



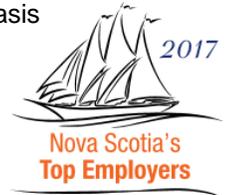
About Us

By working to keep Nova Scotians safe, healthy, and on the job, and supporting them when their lives are impacted by workplace injury, WCB Nova Scotia is contributing to a better province. We provide workplace injury insurance to approximately 18,700 employers and 300,000 workers across the province. Our vision is a Nova Scotia safe and secure from workplace injury.

WCB Nova Scotia is consistently recognized as a top employer in Atlantic Canada and across Canada, including the national honour of being a Top 100 Employer and one of Canada's Most Admired Corporate Cultures.

About the Role

As a **Human Resources Consultant (HRC)**, you will be the first point of contact with all levels of management and employees within an assigned portfolio of departments. As an organizational business partner, you will provide advice and consultation on a variety of employee matters; with an emphasis on internal staffing, external recruitment, performance management, and employee/ labour relations. You develop and leverage trusted working relationships with leaders, employees and Union representatives while demonstrating a high degree of credibility and integrity. With a strong understanding of your clients' needs, you will provide value-added solutions based on a shared recognition of the business/operational requirements. As the HRC, you execute your responsibilities within the scope of the HR strategic plan and in collaboration with your Human Resources colleagues to achieve the best possible outcomes. All aspects of this position have a contributory impact on the efficiency and effectiveness of the organization's ability to achieve its goals and objectives.



As safety champions, all employees are responsible for following safe work procedures; using personal protective and safety equipment as required; knowing and complying with all regulations; reporting any illness or injury immediately to their manager; reporting unsafe acts and unsafe conditions; and cooperating with occupational health and safety initiatives. We are a scent reduced environment. WCB champions safety and promotes a diverse and respectful workplace.

As an ideal candidate, you possess:

- An undergraduate degree in Business, Human Resources, Industrial Relations or another related discipline
- 3 plus years' experience working in an HR Consultant or HR Generalist capacity within a unionized environment.
- A current member of the Human Resources Association of Nova Scotia (HRANS) and/or the International People Management Association of Canada (IPMA-Canada) and ideally possess one of the following designations or certifications: Chartered Professional in Human Resources (CPhR); IPMA-Certified Professional (CP) or IPMA-Certified Specialist (CS) (in progress may be considered).



We offer a competitive compensation package including a salary range of **\$60,741 - \$75,852**.

Please email your resume and cover letter as **one** document **with your name and the job title in the document title** (Microsoft Word format) to **hrdept@wcb.gov.ns.ca** by 4 pm, March 31, 2017. In the **subject line** of your email, please quote competition number: **JV 22-17-EXT** Human Resources Consultant.

We thank all candidates for their interest, but only those selected for interviews will be contacted.

The WCB is an equal opportunity employer committed to supporting and developing our employees. Visit our website at www.wcb.ns.ca.