

PERMANENT EMPLOYMENT OPPORTUNITY

Manager, Human Resources

Halifax Nova Scotia

It's a time of incredible opportunity for The Workers' Compensation Board of Nova Scotia (WCB), as the organization embarks on a transformational path, guided by a new strategic plan founded in a simple vision - to protect the Nova Scotia workforce. As the Manager, Human Resources, you play a critical role providing tactical leadership for a full range of functional areas within the Human Resources Department. Leveraging significant investments in people, processes, and technology over the past several years, we are committed to working differently in the future to drive greater service experience, innovation, opportunity, and outcomes for Nova Scotians.

About the Workers' Compensation Board of Nova Scotia

WCB is the province's provider of workplace injury insurance. We inform and inspire Nova Scotians in the prevention of workplace injury. But if it occurs, we support those whose lives it touches by championing a timely return to safe and healthy work. We also provide caring, compassionate support in the wake of workplace tragedy. Our employees describe the culture as Collaborative, Evolving, Service-Minded and Team-Focused.

About the Role

The Manager, Human Resources (HR) provides leadership for a full range of functional areas within the Human Resources Department: recruiting and staffing, performance management, respectful workplace matters, employee and labour relations, payroll and benefits administration, job evaluation and classification and policy development. The Manager, HR leads a team of approximately 6 to 8 direct reports who provide operational services for leaders and employees daily.

They contribute to the development of the organization's Talent Management/People Strategy as a member of the HR Leadership team. Through their work, the Manager, HR, aligns the provision of services, programs and practices with the organization's strategy and business plan. They will lead HR operations to support the WCB's success by achieving key performance indicators (KPIs) and providing exceptional service to internal business units.

The Manager, HR develops, and leverages trusted working relationships with leaders, employees and union representatives based on demonstrated credibility and integrity. The Manager, HR endeavors to fully understand the clients' needs to recommend and/or co-develop value-added solutions, based on the recognition of the business/operational requirements and in conjunction with best practices in HR that drive business results.

The Manager, HR executes their responsibilities within the scope of the HR strategic plan and the broader organization business plan and in collaboration with the full HR Leadership team to achieve results. All aspects of this position have a contributory impact on the organization's ability to achieve its goals and objectives. The Manager, HR, will use HR data and metrics to identify trends and opportunities for improvement and optimize HR processes and systems to increase efficiency and service quality.



Your Experience & Skills

- A University degree in Business/Commerce, Human Resources, Industrial Relations or a related discipline.
- A minimum of 5 to 7 years broad and progressively responsible HR Generalist and/or Employee/Labour Relations experience in a unionized environment, managing sensitive and complex situations, three of which include experience in a leadership capacity.
- Demonstrated experience in consulting skills and coaching colleagues & leaders.
- Chartered Professional in Human Resources (CPHR) designation is a strong asset.

We offer a competitive compensation package ranging from \$90,359 - \$112,951.

Application Details

Please email your resume and cover letter to Recruitment@wcb.ns.ca by **4pm on August 16, 2024**. In the **subject line** of your email, please quote competition number: **JV 130-24 EXT Manager, HR**.

We thank all candidates for their interest. Selected candidates will be contacted to participate in interviews. Please note: WCB is required to check all employment references before presenting an offer to the successful candidate.

Diverse & Inclusive Workplace

The WCB Nova Scotia is an equal opportunity employer, committed to an inclusive workplace culture and an accessible work environment where diversity thrives.

The WCB Nova Scotia is the province's provider of workplace injury insurance. Our people are safety champions with a caring, compassionate and can-do-attitude. At the WCB Nova Scotia, every employee is an important contributor to our organization's corporate goals. We strive to advance our inclusive workplace culture by weaving the social, cultural, visible, and invisible differences of our employees into our way of work. We also take inspiration from the diverse communities we serve across Nova Scotia.

We have adopted a foundational Inclusive Workplace Policy that strives to build upon our core values of safety, care and compassion. We stay in practice to increase our cultural competency and strengthen our relationships with community.

The WCB Nova Scotia is committed to an inclusive recruitment process and workplace that is accessible and accommodating to individuals with disabilities and other protected characteristics to support their full participation in the recruitment process and workplace.

Accommodation Request

WCB Nova Scotia is an equal opportunity employer that is committed to working with job candidates and employees to request reasonable accommodation in a confidential manner.

To request accommodation, please contact the Human Resource team by email at Recruitment@wcb.ns.ca. All information received will be kept confidential.

To learn more about WCB Nova Scotia, visit www.wcb.ns.ca or connect with us on [LinkedIn](#).