

EMPLOYMENT OPPORTUNITY – Halifax
Senior Human Resources Advisor
Human Resources Department
2 Positions (1- Permanent, 1- 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

The **Senior Human Resources Advisor** is an organizational business partner who provides best practice advice, consultation and support. The successful candidate will work with leaders and HR team members in managing a broad range of activities, including employee/labour relations, recruitment and selection, occupational health & safety, and fostering a respectful workplace. Reporting to the Manager of Human Resources, you will work collaboratively with the HR team, and act as a coach and mentor on sensitive, complex HR issues. With a strong understanding of the business/operational needs, you will provide guidance and advice on value-added solutions within the scope of the HR strategic plan and in collaboration with other Human Resources team members to achieve the best possible outcomes. You will work on initiatives and special projects that align with the organization's evolving performance culture and business transformation. . As you continue to forge strong, effective relationships with union leadership (NSGEU Local 55), you will deliver exceptional service to internal clients. This position will contribute to 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:

- A University degree in Business/Commerce, Human Resources, Industrial Relations or related discipline.
- A minimum of five years broad and progressively more responsible HR Generalist and/or Employee/Labour Relations experience in a unionized environment, managing sensitive and complex situations.
- Demonstrated experience in consulting skills and coaching colleagues & leaders.
- Demonstrated high level of professionalism, including respecting privacy of confidential information.
- Chartered Professional in Human Resources (CPHR) designation is a strong asset.



We offer a competitive compensation package including a salary range of **\$66,940 - \$83,588**.

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 130-16-EXT & JV 21-17-EXT Senior HR Advisor**.

We thank all candidates for their interest. Only those selected for interviews will be contacted.

Any offer of employment will be conditional upon the completion of all applicable background checks and confirmation of credentials, the results of which must be satisfactory to the employer.

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