

MANAGER, PEOPLE AND CULTURE

COMMUNITY-BASED ORGANIZATION

PEEL REGION | FULL-TIME | ON-SITE

STRATEGIC • ENGAGING • COLLABORATIVE • INNOVATIVE

OVERVIEW

A growing, community-based organization that provides shelter and outreach support for homeless youth in Peel Region. They are a leading organization recognized in the community for its commitment to providing youth in need with a safe environment and access to services to help them achieve independence and foster growth.

EDI-B VALUES

The success of an organization stems from a team that is aligned with its mission and vision, where decisions are made in the best interests of the clients they serve and the marginalized and vulnerable populations across our communities. Through this effort, all team members embrace their role in the organization with respect and dignity for all stakeholders. Through these partnerships, everyone is focused on ensuring a commitment and responsibility toward anti-racism, anti-oppression, equity, diversity, inclusivity, and belonging.

MISSION

The Manager, People and Culture will lead, support, and implement effective and efficient human resources initiatives. This talented and innovative individual has a strong business sense allowing them to anticipate, understand, and provide business solutions that contribute to the growth of employees, while building collaborative relationships inside and outside the organization. This position promotes the people-centered workplace culture through the development and delivery of people solutions to programs, supported by organizational scorecards and robust reporting.

The Pod Group is partnering with this organization to place a resourceful, compassionate, and hands-on individual to fulfill the role of a Manager, People and Culture.

PRIORITIES

- Manage the day-to-day human resources functions, including but not limited to labour relations, employee engagement, occupational health and safety, and HR management.

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- Implement a people-centered strategy that attracts, retains, develops, and motivates employees by fostering an inclusive work environment.
- Maintain a Human Resources Information System (HRIS) including the data collection and regular reporting of organizational-wide performance measures.
- Participate as a key contributor to an employee relations strategy that cultivates trust, accountability, individual participation, and commitment.
- Develop tools and resources to drive talent management through the organization, including development and retention plans for top talent, employee engagement, and/or critical roles and performance management strategies.
- Attendance and absentee management, including strategic planning to be proactive.
- Be a member of all Joint OH&S committees and manage the OH&S program for the organization.
- Support labour relations management through conducting research, reviewing collective agreements, and supporting bargaining.
- Prepare monthly reports on KPIs, trends, risk management, outcomes, and action plans regarding organizational development and performance scorecard.

TALENTS & EXPERTISE

- Post-secondary education with focus on Human Resources Management.
- Minimum five (5) years of experience in a Human Resources role.
- Extensive labour relations experience combined with exposure to negotiations and managing grievances.
- Not-for-profit, government-funded agency experience is a strong asset.
- Philosophy of fairness, equity, and accountability in your approach to human resources.
- Must have a continuous focus on client issues and service quality; be an advocate for clients and families.
- Strong understanding and knowledge of all Federal and Provincial Employments Standards, Occupational Health & Safety, Human Rights, etc.
- Previous experience as an advisor to senior management on all employee-related issues.
- Competent in the use of Microsoft Office suite applications and human resources information systems.

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NEXT STEPS

- Provide and maintain an acceptable Criminal/Vulnerable Sector Record.

This is an amazing opportunity for individuals passionate about making a difference in their community. Please send us your resume or contact us below to explore this exciting position:

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For more amazing opportunities, please visit
<https://podgroup.ca/career-search/>

THE POD GROUP

The Pod Group (PG) is a creative consulting group that provides customized and innovative solutions to support our client's growth and ultimate success while promoting the integration of equity, diversity, inclusion and belonging in creating culture and engagement.

We balance strategy and people to help community organizations make better use of their resources by focusing on building the competencies to promote people-centric organizations.

The Pod Group has great success in serving a number of community sectors including health, social services, developmental, housing, mental health, and community health care.

We promote a unique approach while incorporating marketing and human resources as an integral component of strategy, mission, and vision. This focus aligns strategy with the development of a culture that embraces all stakeholders and a community spirit, while ensuring an effective plan that meets the requirements of the organization.

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