



EMPLOYMENT OPPORTUNITY

Closing Date: 02.07.2024

HUMAN RESOURCE ADVISOR (12-18 MONTH TERM)

WINNIPEG, MB

Manitoba Hydro is consistently recognized as one of Manitoba's Top Employers!

Great Benefits

- Competitive salary and benefits package.
- Defined-benefit pension plan.
- Nine-day work cycle which normally results in every other Monday off, providing for a balanced approach to work, family life and community.
- Flex-time and partially remote work schedule (providing the option to work remotely 3 days per 2 week period), depending on nature of work, operational requirements and work location.

Manitoba Hydro is a leader among energy companies in North America, recognized for providing highly reliable service and exceptional customer satisfaction. Join our team of Manitoba's best as we continue to build a company that supports innovation, commitment, and customer service, while actively supporting a diverse, equitable and inclusive workplace.

Under the general direction and guidance of the Senior Human Resource Business Partner, you are responsible for supporting leaders with their day-to-day talent needs/issues and supports HR strategy by promoting HR services and programs to the business and providing feedback from the business on areas on improvement for HR. As the first point of contact for leaders throughout the enterprise, will drive a strong culture of engagement and positive employee relations across the business and advises and coaches leaders to enhance workforce performance, organizational effectiveness, and change management.

Responsibilities:

- Provide consultative advice and expertise on human resource matters, including collective agreement and policy interpretation and application; employee compensation, talent acquisition; and Northern Benefits.
- Assist with research assignments, initiatives, and projects as required.
- Analyze and evaluate confidential human resource matters and provide recommendations to line management.
- Maintain effective lines of communication with Line Management, bargaining groups, and other human resource departments in order to resolve human resource issues.
- Contribute to the continuous improvement of HR systems and practices.
- Handle HR matters reliably and in accordance with legal requirements.
- Help drive organizational change and corporate initiatives within the business

Qualifications:

- A Business Degree (HR Major) from an institute of recognized standing and a minimum of five years of related human resources experience.
OR
- Two-year Diploma (HR major) and a minimum of five years of related human resources experience.
OR
- An equivalent combination of post-secondary education and experience.
- Demonstrated knowledge and experience with Manitoba Hydro's collective agreements, policies and practices, wage and salary administration, job evaluation system, and other related human resource processes.
- Proven interpersonal skills with the demonstrated ability to establish and maintain effective working relationships at various levels within the Corporation, as well as with external agencies.
- Demonstrated skills and experience in the operation of a personal computer, including a working knowledge of human resource systems and software.
- Working knowledge of current labour legislation, human resource trends, and human resource best practices.
- Possess initiative with the ability to conduct research and analysis.
- Must remain current with human resource issues through membership in human resource associations, attendance at conferences and seminars, and reviewing human resource literature.

- A Certified Human Resources Professional (CHRP) designation or equivalent would be an asset.

Salary Range

Starting salary will be commensurate with qualifications and experience. The range for the classification is \$38.22-\$52.90 Hourly, \$73,229.00-\$101,367.24 Annually.

Apply Now!

Visit www.hydro.mb.ca/careers to learn more about this position and to apply online.

The deadline for applications is **JULY 2, 2024**.

We thank you for your interest and will contact you if you are selected for an interview.

This document is available in accessible formats upon request. Please let us know if you require any accommodations during the recruitment process.