



Director of Human Resources

WATERHOUSE
EXECUTIVE SEARCH

The Halton Regional Police Service contributes to the safety and well-being of about 600,000 residents in the Towns of Milton, Halton Hills and Oakville, and the City of Burlington. With a workforce of more than 1,000 staff and an operating budget of more than \$155 million, we work in partnership with the communities we serve and deliver quality, cost-effective public safety and crime prevention services. We are recognized as a leading police agency in the areas of diversity and community safety and well-being initiatives and are committed to ensuring our Region is safer tomorrow than today.

With a new strategic plan focused on key themes of Community Safety and Well-Being, Outreach and Collaboration, Capacity and Engagement, and Leadership and Excellence, the Director of Human Resources will play a pivotal role in our evolution and achieving our objectives.

Your Opportunity to Make a Difference

The **Director of Human Resources** is as an essential member of the Senior Management Team. In this key role you will provide inspirational and collaborative leadership as well as specialized and strategic advice and consultation to our executive, senior-leadership, and staff with respect to human resources, employee relations and labour relations.

In addition, you will be accountable for leading all human resources programs across the enterprise and will ensure effective application of human resource best practices and customize solutions in support of our strategic goals while ensuring our commitment to authentic equity, diversity, and inclusion.

This will include functions such as HR strategy and policy development as well as supporting programs such as talent and performance management, employee and labour relations, recruitment, HR information systems, compensation and benefits, employee wellness, health and safety, disability management, equity diversity and inclusion.

The Halton Regional Police Service offers a competitive salary and comprehensive benefits package. Join us and lead a dedicated team which strives to make our region the best place to live, work and play.

KEY QUALIFICATIONS

- **Management:** Significant (at least 13 years) progressively responsible human resources management experience, preferably in a public sector environment with significant experience in a unionized work setting. Prior experience in an enforcement environment is an asset.
- **Human Resources Leadership :** Significant experience leading a range of disciplines including HR strategy and policy development, and operational program delivery including talent management, labour relations, recruitment, HR Systems, compensation and benefits, wellness, health & safety, equity , diversity and inclusion.
- **People Leadership:** Experience and ability to provide exceptional leadership to staff and to build enthusiastic, high performing staff teams.
- **Labour Relations:** Excellent skills in collective agreement administration including negotiating and mediating collective agreements, and conflict resolution.
- **Service Excellence:** Demonstrated ability to provide customer service excellence across the organization through effective delivery of innovative programs and services in time-sensitive and changing environments.
- **Relationship Management:** Effective human relations skills in dealing with executives, senior managers, staff and other stakeholders.
- **Legislation:** Thorough working knowledge of a broad range of employer-related legislation, structures, financial and reporting processes.
- **Technical Abilities:** Proficiency in information technology solutions related to human resources.
- **Interpersonal and Communication Skills:** Strong organizational, analytical, communications and presentation skills.
- **Education:** University Degree in a related discipline; certified Human Resources professional designation would be an asset.

To explore this opportunity, please apply via email by **February 22nd, 2021 or sooner to careers@waterhousesearch.ca** quoting project **HRPS-DH**. Should you wish to speak to an Executive Recruiter or to receive a detailed position description, please contact Jon Stungevicius at 416-214-9299 x1, jon@waterhousesearch.com or Amy Oliveira at 416-214-9299 x4, amyoliveira@waterhousesearch.com.