

## HUMAN RESOURCES BUSINESS PARTNER

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COMPANY: Financial Institution

LOCATION: Montreal

### SUMMARY

The HR Business Partner will support Head Office and select operational divisions, with programs and processes in alignment with the Bank's corporate strategy and priorities. Within this role you will play a strategic role in talent management and in providing HR counsel to the Bank's leadership.

### ROLES AND RESPONSIBILITIES

- Partner with management to develop strategies and plans to build the talent required, through the implementation of effective recruitment and staffing programs, orientation/integration of new employees, performance management, development and succession planning to achieve business objectives.
- Implement HR programs locally with the support of HR team specialists in Total Rewards, Talent Management, Employee Engagement, Organizational Development, Learning and Leadership, as required.
- Provide day-to-day HR advisory as well as strategic and tactical support to counsel leaders on employee engagement, performance management, conflict resolution, compensation, benefits, diversity, learning and development, fostering positive employee relations through effective communication, the application and interpretation of policies, legislation, and issues that may arise.
- Build partnerships with internal clients and become thoroughly familiar with their needs, concerns and issues with the view to resolve these and enhance the workplace and the employee experience.
- Support changes to the organisational structure of the business, implementation of business strategies, introduction of new business practices.
- Provide change management leadership to guide partners on how to effectively navigate new HR programs and policies such as diversity, flexible work arrangements, etc.
- Keep abreast of internal/external trends and leading-edge HR business practices, make recommendations as required and assist the HR specialist team to optimize HR programs.

### QUALIFICATIONS

- Bachelor's degree in HR or related field
- Minimum of 8 years of progressive human resource management and/or generalist experience in a leadership role
- Strong business acumen and ability to assess situations from both an HR and business perspective
- Pro-active and results-oriented with demonstrated success as a leader
- Proven influencing, judgment and decision-making skills
- Proven track record in talent management (recruitment, retention) and employee relations (problem resolution, productivity, morale, etc.)
- Excellent problem solving, conflict resolution and listening skills
- In-depth knowledge of HR policy, procedures and legislative/regulatory requirements
- Ability to establish and maintain effective working relationships with employees at all levels
- Excellent communication, presentation and facilitation skills
- CHRP designation is an asset
- Fluent in both official languages (verbal and written)

### CONTACT INFORMATION

Please forward your CV/résumé, in confidence, to Marie Wong: [mwong@shoreassoc.com](mailto:mwong@shoreassoc.com) – 514-878-2624.