

DIRECTOR – CORPORATE HUMAN RESOURCES

Aviation Industry, Montreal

SUMMARY

Reporting to the Senior Director Human Resources, the Director Corporate HR has responsibility for the development and implementation of corporate HR programs and initiatives that support corporate priorities. The focus is on creating an environment where the organization can attract, develop and deploy high caliber employees throughout the organization. To achieve this, the incumbent will be responsible for the management of several groups, including organizational development, talent acquisition and diversity, performance management, talent and succession management, employee recognition and official languages.

ROLES AND RESPONSIBILITIES

- Responsible for the corporate recruitment strategies to identify current and future talent needs, and develop programs and processes to fulfill these needs.
- Responsible for talent and succession management by developing and implementing programs to identify, select, develop and retain high performing employees across the organization.
- Responsible for the all aspects of performance management programs and activities that capitalize on organizational, managerial and employee capability to upgrade performance and productivity levels, while ensuring these are aligned with the business strategy and culture.
- Responsible for employee recognition programs that cover employees across the organization.
- Responsible for ensuring the official languages are respected within the organization and with customers.
- Responsible for leading and fostering the evolution of organization development needs with other HR professionals within the senior team.
- Responsible for collaborating with HR business partners within the operation to understand the business and develop effective solutions tailored to the meet the challenges.

QUALIFICATIONS

- **Education:** university or master's degree in HR, LR or related field
- **Experience:**
 - minimum of 10 years' experience in HR,
 - experience in senior HR role,
 - design and development of corporate HR programs,
 - experience in OD
 - business partnering a strong asset
 - management of staff
- **Language:** Bilingualism is an asset
- **Perspective:** Can take a broad perspective on any issue, can see 'larger picture' and potential impacts of decisions.
- **Action Oriented:** Works well under pressure and produces effective results. Is driven to produce and succeed.
- **Customer focused:** Applies customer service focus with internal partners as well as to the programs, policies and culture developed.

- **Vision:** Creates and inspires a vision and purpose for others. Helps others see beyond the immediate into what is possible.
- **Resilience:** Overcomes resistance and setbacks with an optimistic attitude and forges ahead.

CONTACT INFORMATION

Please forward your CV/résumé, in confidence, to SHORE & Associates:

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