

This role is responsible for working closely with up-line leaders and Executives at our Client Innovation Center (CIC) in Halifax, to pro-actively address business priorities related to closing talent gaps, workforce optimization, complex employee relations and HR issues, engagement, leadership coaching, and succession management, employee retention and development, productivity and organizational design and culture.

Responsibilities include providing advice and counsel on multiple initiatives (such as workforce optimization) and recommending solutions to complex employee relations and HR issues. Through partnering with other HR functions, they deploy and execute HR programs (such as compensation, benefits, workforce diversity) and strategy. Employees in this role may provide strategic and operational guidance and direction to others in this role and to functional areas.

The successful candidate will:

- Executive coaching and influencing to develop great leaders.
- Discovering root cause issues to organizational performance and developing actions to address.
- Enabling Skills transformation and up-skilling of workforce
- Working closely with business to drive critical hiring, leadership bench, and movement, productivity and performance management, employee engagement
- Analyzing and using HR data and metrics to derive insightful recommendations for managerial decision making
- Providing advice on HR Programs and other initiatives and recommending solutions to complex employee relations and HR issues.
- Working in collaboration with the broader Canada HR and global teams
- Engage with Executive Leaders and Upline Managers in the CIC:NS, and other Global Business Services (GBS) Sectors/Growth Platforms to build strong working relationships to support them in addressing people issues and providing sound practical HR advice and guidance across the full employee life cycle including career development, promotions, performance management, absences, and disciplinary issues (to name just a few examples),
- Provide a positive manager experience and have responsibility for successful case resolution
- Create, maintain and update CIC HR policies and processes as well as ensuring efficient, consistent and fair implementation of those policies and processes,
- Lead implementation and ongoing delivery of agreed projects and activities (e.g. compensation equal pay reviews, inclusion initiatives, etc)

Required Technical and Professional Expertise

- Minimum of 5+ years of HR Business Partner experience including a solid understanding of HR disciplines such as compensation; talent management; employee relations.
- Utilizing strong project and program management skills and an ability to manage multiple priorities at once.
- Producing, analyzing and interpreting HR metrics and reporting for the business unit.
- Consultative skills to work closely with business leaders.
- Prior experience as Human Resources generalist or HR specialist role