

MANAGER, HUMAN RESOURCES

Job Type: Full Time, Term (12 months)



Sunshine Coast Credit Union is looking for an experienced Human Resources professional to join their team for a term position expected to be 12 months with the potential to extend to 18 months. This position can be offered as a remote opportunity with occasional trips to connect with the team on the beautiful Sunshine Coast.

As a member of the Leadership Team, the Human Resources Manager is responsible for the development and execution of strategic and operational initiatives that attract, develop, and retain a high performing and engaged workforce. The position is responsible for leading the HR team in all department activities, including recruitment, talent and performance management, compensation and benefits, employee relations, learning and development, and change management to support the overall health and effectiveness of the organization.

About Sunshine Coast Credit Union:

For 80 years, Sunshine Coast Credit Union and its members have been helping build a healthy, strong, vibrant Coast community. With more than \$750 million in assets under administration, Sunshine Coast Credit Union is a full-service co-operative financial institution serving over 17,000 members through 3 locations along the Sunshine Coast, BC.

Sunshine Coast Credit Union is committed to enriching the financial well-being of our members and our community.

Key Responsibilities Include:

Strategic Leadership

- In collaboration with key stakeholders and the HR team, plans, develops, recommends and leads the execution of the HR Strategic Plan for the credit union.
- Researches and recommends adjustments to HR policies, processes and programs to support the business strategy and overall health and effectiveness of the organization.
- Measures the effectiveness of plans and programs towards established goals and makes recommendations for adjustment as required.
- Participates as a member of the Leadership Team by contributing from the human resources perspective while maintaining an enterprise-wide view.
- Develops relationships within the community and cooperative system to promote the credit union and expand professional knowledge and networks.

Operational Leadership

- Leads the day-to-day operation of the HR department consistent with high service and efficiency standards.
- Provides support and counsel to leaders on all aspects of the employee relationship journey from recruitment, development, performance management, retention, and engagement.
- Acts as the internal resource on matters relating to employment law and HR policies and procedures, relevant legal and regulatory requirements and best practices.
- Contributes to and supports strategies to maximize workplace agility and speed of adoption of new initiatives through communication and change management practices.
- Develops and manages relationships with external resources, vendors and suppliers. Negotiates

- assigned contracts.
- Recommends and monitors the HR budget.

Managerial Leadership

- Provides overall leadership and guidance to the HR team.
- Develops a high performing team and plans for succession and coverage as required.
- Ensures all department activities are compliant with sound business practices, legislation and regulations.

Education, Experience & Competencies

- Bachelor's Degree in business or related field
- Chartered Professional Human Resources (CPHR) Designation preferred
- A minimum of 5 years of progressive HR experience with at least 3 years in a leadership role
- Experience in compensation design and strategy would be considered an asset
- The ability to work autonomously and lead a team in a remote work environment
- A natural innovator who can take a creative approach to complex problems
- Highly adaptable to change and can effectively lead change management strategies
- Collaborates with ease with networks of HR professionals to continually grow and develop
- Equivalent combinations of education and experience will be considered

How to Apply:

If you are interested in this opportunity, please submit a current resume and cover letter in confidence to: katrinawelsh@striderecruitment.ca. The posting is open until filled. We thank all candidates for their interest, however, only those selected for an interview will be contacted. Sunshine Coast Credit Union values diversity and is committed to being an Equal Opportunity Employer.