

At the City of Brampton, our focus is people. From our employees to the community we serve, people are at the centre of everything we do. Our city is a living Mosaic made up of 234 cultures and 115 spoken languages. Recognized by **Forbes** as one of Canada's top employers and **Maclean's** best communities in Canada, the City of Brampton is a dynamic and innovative place to work and experience. We want you to join us in serving our diverse community with pride and passion.

Our Focus Is People 



Director, Human Resources

(Permanent Full-Time)

OVERVIEW

The City of Brampton has a population of over 600,000 and is one of the youngest, fastest growing and most diverse cities in the country. It is also one of the most affordable centres in the GTA, with prices of both housing and entertainment substantially lower than in the City of Toronto. Brampton is a key economic hub with a wealth of head offices, a focus on innovation and some of southern Ontario's most stunning parks and conservation areas. The City's growth plans and investments are positioning Brampton to be an emergent global city of the future. For more information, take a look at what the City is working on related to the current [Term of Council Priorities](#) and [The Brampton 2040 Vision](#).

The Opportunity

In view of this growth, the City of Brampton has asked WMC Executive Search (see contact below) to recruit outstanding candidates for the position of Director, Human Resources. Reporting to the Commissioner, Corporate Support Services, the Director has a key leadership role responsible for providing strategic direction and advice to Council, the Chief Administrative Officer (CAO) and people leaders on the City's portfolio of Human Resources. The successful candidate will help shape the strategic direction of the organization through the transformation and improvement of programs and services to enable the success of each business area across the City. A trusted advisor to all leaders and other key stakeholders across the organization, the Director of Human Resources is adept at building strong relationships and is guided by clear values and ethics. The Director will promote organizational capacity through an engaged culture that supports a high performing, collaborative, customer focused, and values driven organization.

The Director, Human Resources has oversight and accountability over a broad portfolio of employee and labour relations, health, safety and wellness, compensation and benefits, talent acquisition, organizational development and learning, client services, integrated disability management, innovation, integration and administration. With the corporate focus and a requirement for rapid progress and constructive change, this role has a core accountability, in conjunction with city leadership and the business units, for helping develop the people plan and strategies, and the supportive HR programs, policies and practices that will achieve this future state. The leader will achieve strategic outcomes by challenging existing practices and programs and identifying innovative and cost-effective ways to accelerate progress. R

Core Responsibilities

- **Build a modern Human Resources team vision, business model, and culture to service strategic and operational needs.** This involves development of positive and relevant stakeholder relationships and building an approach where HR is recognized as a strategic advisor, business partner and support service within the City and its departments. It also requires establishing practical enabling solutions and programs; building a high quality of advice and foundational services and administration; improving the pace of solutions and service delivery; high professional and ethical standards related to advice, solutions and services; adherence to legal regulations and City standards, and enhancement of the HR team knowledge and expertise to support knowledge-based delivery of solutions and services. Critical to the success of the above will be enhanced HR project management, information management, management systems, work processes, and data analytics to improve decision support, prioritization, planning, workflow and service to clients.
- **Build the City's people strategy, programs and services in collaboration with leadership ensuring the City can plan, grow, and develop into a world leader.** This includes providing leadership with support in designing and implementing the City's people strategy and developing practical people strategies, plans, programs, and foundational policies and services and approaches to support the City's vision and strategy. Expected outcomes include fostering a culture of responsive, engaged, and empowered employees and service delivery that is productive, efficient and customer focused.
- **Lead talent assessment and succession planning to support the City's growth.** Assess cross organization leadership, management and staffing capabilities and develop a talent development road map to address gaps and leverage opportunities. Design and coordinate plans and implement processes to support talent acquisition, development, orientation and retention of leadership and employees for now and into the future.
- **Build and sustain collaborative and trusting partnerships with all core stakeholders.** This is a high visibility role centered around establishing relationships and partnerships with leaders, employees, community organizations, educational institutions, unions and other tiers of government that enable integration and advocacy for people matters across the City. This role leads broad engagement of stakeholders to provide a voice in shaping the HR vision, approach and services delivery.
- **Enhance change management and risk management related to human resources matters.** This includes providing balanced advice, enabling leaders to manage and mitigate risk with a strong inclination toward a solution mindset; helping design, facilitate, implement and communicate organization and process changes.

Core Experience, Knowledge and Capabilities

- 10 years proven senior change leadership capability and experience in helping design/develop and implement complex, cross organizational change plans which have involved significant political and/or board involvement, senior leadership involvement, union participation, diverse business objectives and agendas, and where cultural change as well as improved organization performance has resulted.
- Experience in a complex growing municipal/ public sector environment or equivalent organization in the private sector with extensive involvement and exposure to labour relations in these environments will be essential.
- Experience and connection with diverse and dynamic communities and stakeholders. Brings a unique skill set that demonstrates a deep understanding of diversity and inclusion practices based on previous experience.

- Emotionally intelligent leader with high levels of political / organizational acumen and proven capability in developing strong and effective working partnerships, credibility, rapport and relationships with senior leaders, all manner of teams, diverse stakeholders, councils and with bargaining agents.
- Experience with matters from strategic to operational to administrative and modern change management, human resources, diversity approaches and organizational improvement systems, methods and technologies is essential.
- Proven track record and ability to connect, mentor and build a dynamic human resources team that is results driven, solution focused and enables results for the business.
- A developed business and strategic mind set, knowledge and capability, a people orientation, bias to action, and an integrative, facilitative, collaborative and team based, outcome focused approach to supporting rapid organizational change and transformation. Strong leadership presence and communication skills with the ability to translate vision into action and drive results
- High levels of personal accountability, objectivity, integrity, openness and transparency, and an ability to build respectful and effective relationships within complex community and public sector environment.
- High energy, a strong work ethic, resiliency, versatility and flexibility to deal with many changes and disruptions, and to lead with purpose and urgency.

Core Qualifications, Membership and Certifications

- Post-secondary degree or in Human Resources, Business Administration, or related field.
- HR designation is highly desired and considered an asset.

Compensation

Hiring salary range \$151,487 - \$170,423 per annum (maximum of salary range \$189,359) plus a competitive full benefit package and pension plan.

Application Instructions

If this opportunity matches your interest, experience, and qualifications, please **apply in confidence to arthur@wmc.on.ca providing your application and up to date resume by end of day May 22, 2022.**

Please note that various tests and/or exams may be administered as part of the selection process and criteria per City policy.

We thank all applicants; however, only those selected for an interview by the City will be contacted. The successful candidate(s) will be required, as a condition of employment, to execute a written employment agreement. A criminal and financial record search will also be required for the successful candidate.



The City is an equal opportunity employer. We are committed to inclusive, barrier-free recruitment and selection processes and work environments. If you require any accommodations at any point during the application and hiring process, please contact TalentAcquisition@brampton.ca or 905.874.2150 with your accommodation needs, quoting the job opening ID#, job title. Any information received relating to accommodation will be addressed confidentially.