



## **Manager, Human Resources**

**Location:** Barrie, ON

**Facility:** Victoria Village, Long -Term Care Home

**Employment Type:** Full-Time, Permanent

**Work Schedule:** Monday to Friday, day shift

**Range of Pay:** \$80,000.00-\$90,000.00 per year

**Benefits:** Extended health care

## **Job Description**

We are seeking a dynamic and experienced **Manager, Human Resources**. In this critical leadership role, you will oversee human resource policies, employee and labour relations, scheduling functions, and customer service operations. You will play a pivotal role in driving a culture of organizational citizenship, supporting strategic priorities, and aligning workforce management with our mission to deliver exceptional resident-centered care.

## **Responsibilities:**

- Develop and manage the organization's Workforce Plan, including talent acquisition, professional development, employee engagement, and retention.
- Oversee scheduling functions for all departments and manage scheduling software systems.
- Ensure compliance with employment laws, collective agreements, and organizational policies.
- Act as a liaison for labour relations, including negotiations, mediation, and grievance management.
- Lead the development and monitoring of key performance metrics to evaluate and improve organizational outcomes.
- Manage employee benefit programs and ensure competitive total compensation practices.
- Maintain compliance with health and safety standards, accreditation requirements, and quality improvement initiatives.
- Represent the organization's interests on committees and foster strategic partnerships to support organizational goals.



**Qualifications:**

- Undergraduate or postgraduate education in Human Resources Management or equivalent experience.
- Certified Human Resources Leader (CHRL) designation and membership in good standing with HRP.
- 3–5 years of senior management experience in a human resources leadership role.
- Ontario Ministry of Labour-approved Joint Health and Safety Committee (JHSC) certification.
- Advanced knowledge of Ontario employment laws, including the Employment Standards Act, Ontario Human Rights Code, and Occupational Health and Safety Act.
- Demonstrated leadership, problem-solving, and decision-making skills in a healthcare or long-term care environment.
- Experience managing complex scheduling systems and employee databases.
- Valid Ontario Driver's License and access to a vehicle for business travel.

**Skills:**

- Strong organizational and time management skills with the ability to handle multiple priorities.
- Advanced communication skills for reporting, policy development, and presentations.
- Proven ability to establish and maintain a collaborative work environment.
- Experience with accreditation or quality standards is an asset.

**To Apply:** Please send your resume with a cover letter to [info@sclgroup.ca](mailto:info@sclgroup.ca)

**Deadline:** Until Filled

We thank all applicants for their interest. Only those selected for an interview will be contacted.