



Director People, Safety and Culture
Posting #22-01-041

ENWIN Utilities Ltd. is currently accepting applications for the position of Director People, Safety and Culture. The Director is responsible and accountable for leading and managing the advancement of a variety of corporate Human Resources, Labour Relations and Health & Safety strategies and programs in support of and aligned with the corporate strategic plan. Reporting to the Vice President, Customer Care & Corporate Operations, this position provides direction, advice, influence, guidance, interpretation and instruction on all Human Resources, labour relations and Health & Safety issues across the organization to human resources department staff, supervisors, managers, directors, executives and the Board/or Board Committees as required. The Director develops and maintains positive working relationships with all levels of management, ENWIN's union business partners, and employees in general, always maintaining the department's role as a strategic partner in the organization.

The successful applicant must have the following skills and abilities:

- University degree with studies in fields such as Business or Law with an emphasis on Human Resources, Health and Safety, and / or Labour Relations.
- Minimum of 5 years' experience at a mid to senior level with proficiency in all facets of Human Resources and Health and Safety program management and demonstrated overall progressively responsible career growth. Experience should include Payroll, Recruitment, Training and Development, Labour Relations, Collective Bargaining, Benefits, Compensation Management, WSIB, Wellness, Pay Equity, Job Evaluation, Succession Planning, Diversity and Inclusion, and Performance Management, Change Management and Health and Safety.
- Certified Human Resources Leader (CHRL) certification considered an asset.
- Proven ability to build and lead a team of HR professionals and build collaborative relationships with all stakeholders.
- Able to logically and clearly convey ideas both verbally and in written form. Able to present compelling arguments/opinions with an understanding of the audience.
- Excellent computer skills including Human Resources systems (SAP would be an asset) and Microsoft Office (Word, Excel, PowerPoint).
- Experience working in a unionized environment leading labour negotiations with multiple bargaining units.
- Strong knowledge and experience interpreting legislation, collective agreements, and policies.
- Demonstrated leadership ability in circumstances requiring tact, diplomacy and collaboration with internal and external parties.

As a prerequisite, it is a requirement to provide proof of being fully vaccinated against COVID-19. Fully vaccinated means that you have received two doses of a two-dose vaccine or have received one dose of a one-dose vaccine, and at least fourteen days have elapsed since receiving the last dose. If you are unable to be vaccinated due to medical reasons or on the basis of creed, we would ask that you kindly provide satisfactory evidence in support of an accommodation under the Human Rights Code. Such evidence may include a medical note from your physician (if your request for an exemption is on the basis of medical reasons), or a letter from your religious leader, religious organization or other suitable documentary evidence (if your request is based on creed).

Qualified applicants may submit their resume to Nicole Anderson, up to and including **4:30 p.m. on August 8, 2022**. **Please quote File #22-01-041 on the application.**

Nicole Anderson
4545 Rhodes Drive
P.O. Box 1625, Station A
Windsor, Ontario N8W 5T1
or nanderson@enwin.com

Resumes submitted electronically will only be accepted in MS Word or PDF format. Although all applications are appreciated, only those candidates selected for an interview will be contacted.

ENWIN believes there is significant value in the diversity within our workforce and we are committed to continually enhancing and improving diversity and inclusion throughout our organization. As an equal opportunity employer, we encourage all qualified individuals to apply for employment opportunities and believe that strength flows from our individual differences and enables us to effectively serve our community.

ENWIN Utilities Ltd. provides accommodation in accordance with applicable laws through all stages of the hiring process. If you require accommodation for any part of the application and hiring process, please advise the Human Resources Department.