



2025-06-17

ENWIN Utilities Ltd., is currently accepting applications for the vacant position of:

Manager, People and Culture

Location: Windsor, ON (Hybrid)

Reporting directly to the Director People, Safety, and Culture, the Manager, People and Culture plays a pivotal role in driving day to day management of key Human Resources functions. This includes talent acquisition, staff engagement, employee relations, payroll/benefit administration, training, and performance management. The incumbent will lead by example, fostering an environment where employees support one another in reaching their career goals while contributing to the organization's success.

The key responsibilities of the Manager, People and Culture are to provide direction, coaching, guidance, and interpretation on HR matters to members of the human resources team and to serve as a senior HR partner for all levels across the organization; enhance staff engagement and foster positive employee relations; oversee payroll and benefit administration; conduct performance management activities and implement employee development programs; contribute strategic and budgetary recommendations to the Director and Chief People Officer.

The successful applicant must have the following skills and competencies:

- Bachelor's Degree in Business with a concentration in Human Resources, or a graduate certificate in Human Resources or Labour Relations with a minimum of five (5) years of progressively responsible experience.
- Certified Human Resources Professional (CHRP) or Certified Human Resources Leader (CHRL) designation preferred.
- Experience in a unionized environment is essential.
- Exceptional communication skills.
- Proficiency in Microsoft Excel, Word, and PowerPoint is required.
- Proven ability to drive change and manage projects effectively.
- Strong planning and project management skills.
- Ability to work independently and as part of a team through successful positive and collaborative relationships.

Salary Range for Qualified Candidates: \$131,727 to \$146,363

Qualified applicants may apply at <https://www.applicantpro.com/openings/enwin/jobs> up to and including **Friday, June 27, 2025. Please quote File #EWU-25-01-022 on application.** 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.