



As the Human Resources Business Partner, reporting to the Vice President of Human Resources, you will be responsible for the people agenda within several Business Units and the driving force behind creation and implementation of people plan aligned with Strategic Plan. Regarded as the expert in the field of People Performance & HR to represent the complete HR Service to business units such as Merchandising, Direct to Consumer (Stores and Customer Service), Production, Ecom and HR.

Some of What You'll Do:

- Partner with various business units to provide support on short- and long-term business needs addressing labor relations, compensation, organizational structure, change management, training and more.
- Coach first time leaders up to executives in managing their team (performance, talent assessment, succession planning, career development, recognition, termination)
- Pro-actively challenge the established organizational structure of the business unit to drive superior performance.
- Ensure people issues are a key consideration when discussing and planning business activities.
- Manage effective organizational transformation projects using best practice methodologies.
- Contribute to the development of performance and talent management strategy to achieve the business goals through objectives.
- Drive continuous performance improvement by partnering with managers through performance management coaching.
- Establish and maintain effective working relationships with managers, employees and their representatives through an environment that fosters communication and co-operation.
- Promote and foster a culture and environment that is productive, open, empowering, safe and equitable and coach others to behave and make decisions.
- Responsible for compliance in HR (policies and practices).
- Partnering Compensation and Benefit Manager, manage year end salary review process manage yearly performance bonus payout for all employees.
- Participate in the approval of compensation recommendations for new hired employees to assure internal equity align with corporate compensation guidelines and policies.
- Establish and maintain Salary and People Forecast for business units

Some of What You'll Need:

- Bachelor's degree in Human Resources or similar
- Minimum of 8 – 10 years of experience in Human Resources
- At least 3 years of experience as a Human Resources Business partner
- Excellent communication skills in English, professional spoken French
- Experience in face pace high performance organization
- Strong business acumen: understanding of external and market trends
- Retail & Fashion experience a plus
- CRHA certification and asset
- Experience in change management and/or in project management a plus
- Global experience desirable
- Experience working with leaders at all levels

MOOSE KNUCKLES

Some of Who You Are:

- Results oriented with a proven ability to execute quickly, efficiently, deliver consistently and able to prioritize and manage
- Entrepreneurial mindset
- At ease with complexity and ambiguity.
- Ability to manage several projects at once with different deadlines
- Strong organizational, interpersonal, influencing and communication skills