



## DIRECTOR OF PEOPLE AND CULTURE

Huron-Perth Children's Aid Society values diversity and inclusion, and respects the dignity, beliefs and ideas of individuals. We welcome applications from African Canadian, Indigenous, 2SLGBTQ+ and persons with disabilities, and all communities.

Huron-Perth CAS is committed to creating an accessible environment for all.

Accommodations are available on request for candidates taking part in all aspects of the selection process.

To apply to this exciting role, email a cover letter and resume to:

Patrick Rowan, Partner  
Feldman Daxon Partners  
45 St. Clair Avenue West, Suite  
700, Toronto, Ontario M4V 1K9  
T: 416-515-3302  
E: [prowan@feldmandaxon.com](mailto:prowan@feldmandaxon.com)

## ABOUT THE HURON-PERTH CHILDREN'S AID SOCIETY

Huron-Perth Children's Aid Society (HPCAS) is a non-profit community organization legally mandated to protect children and youth from abuse and neglect. HPCAS advocates for and protects children's rights, supports and strengthens families; and is a leader for change in their community. The Society serves approximately 375 families each month and conducts more than 1,000 investigations each year. It also helps more than 70 children who are in the Society's care.

## THE OPPORTUNITY

The Huron-Perth Children's Aid Society is seeking a dedicated and experienced HR professional to join their team as the Director of People and Culture. The ideal candidate will be an HR professional with a strong business sense, exceptional people skills and a demonstrated commitment to fostering a diverse and inclusive workplace. The role involves strategic planning responsibility combined with a hands-on approach to staffing, recruitment and retention, while ensuring compliance with collective agreements, the Employment Standards Act (ESA) and health and safety regulations.

## KEY RESPONSIBILITIES

The **Director of People and Culture** drives HR strategy and operational efficiency, providing leadership, talent development and employee engagement while ensuring compliance and risk management. The Director, People and Culture leads organizational change initiatives, and leverages data-driven insights to optimize HR practices while overseeing daily HR tasks and operations, ensuring effective staffing and resource allocation.

### Strategic Leadership and Planning

As an active member of the executive team, work closely with senior leadership to develop and lead the implementation of HR strategies aligned with the Society's objectives, mission, vision, and values, while utilizing business acumen to manage staffing needs using a strategic approach and aligning HR initiatives with organizational goals and available resources.

Exhibit visionary leadership to inspire and guide the team, balancing kindness with accountability in all employee relations and embodying the Society's values while contributing positively to the organizational culture. Serve as an expert in the HR field, making confident decisions and standing by them.

### Diversity and Inclusion

Demonstrate a commitment to promoting and integrating equity into practice and assist Leadership in supporting their staff through the utilization of equity principles and strategies.

### **Compliance and Risk Management**

Navigate and interpret collective agreements, the Employment Standards Act (ESA), and health and safety regulations to provide informed recommendations, while maintaining organized records and reporting systems to meet compliance requirements and staying current with legal and regulatory standards to ensure compliance.

### **Interpersonal and Communication Skills**

Engage effectively with all teams and individuals, handling sensitive and confidential conversations with discretion and cultivating a personable, empathetic, approachable and supportive environment that fosters trust, open communication, and inclusivity among diverse teams. Balance empathy with accountability in employee relations to promote respect and understanding.

### **Employee Development and Engagement**

Implement and oversee programs for employee professional development, training and career progression, developing and managing performance management systems to ensure employees receive regular feedback. Support and enhance employee engagement and employee satisfaction, designing and executing strategies that boost engagement and support career progression in alignment with organizational goals.

### **Change Management, Conflict Resolution and Organizational Development**

Lead and manage organizational change initiatives to ensure smooth transitions while minimizing disruption. Develop succession planning strategies to ensure leadership continuity and resilience. Oversee orientation, mentoring, hiring and termination processes, ensuring alignment with Society values. Mediate and resolve workplace conflicts in a fair and effective manner.

### **Technical Proficiency and Data-Driven Decision Making**

Leverage HR software and data analytics to streamline processes, enhance operational efficiency, measure the effectiveness of HR initiatives, make informed decisions and optimize HR practices. Recommend HR software where applicable and support implementation.

## **QUALIFICATIONS, SKILLS, ABILITIES, AND ATTRIBUTES**

- Capacity to work five days per week at the Stratford or Goderich office, with regular travel to the alternate office.
- Bachelor's degree in human resources, business administration, industrial relations or the equivalent.
- Certified Human Resources Professional (CHRP) designation (an asset).
- Proven experience in human resources management, preferably in a unionized environment with demonstrated success in collective bargaining.
- Comprehensive understanding of employment laws and regulations.
- Exceptional communication and interpersonal skills.
- Proven ability to collaborate effectively with diverse teams and individuals.
- Strong commitment to equity, diversity and inclusion initiatives in both personal and professional capacities.
- Highly developed organizational and time management skills.
- Flexibility to work variable hours when needed.