

Chief Human Resources Officer



THE UNIVERSITY OF
WINNIPEG

People Leadership Role in a Progressive, Inclusive Environment!

The University of Winnipeg is an urban campus in Manitoba's largest city. A welcoming, student-focused institution noted for academic excellence, Indigenous focus, small class size, campus diversity and commitment to sustainability, the University of Winnipeg strives to put equity, inclusion and diversity at the forefront. As a leading university in Canada, UWinnipeg offers diverse programs, award-winning professors and innovative research opportunities.

Reporting to the President and Vice-Chancellor, the **Chief Human Resources Officer** (CHRO) will provide strategic leadership, oversight, guidance and direction to all facets of Human Resources. This hands-on leader will promote and encourage cooperation in pursuit of the University's Strategic Directions.

The successful incumbent will be a long-term systems-thinker who is able to thrive in a complex, multi-faceted organizational culture. As an active member of the Executive Team, the CHRO will be expected to develop exceptional relationships with members of the University community in all departments and at all levels, and contribute to the continued expansion of equity, diversity and inclusion throughout the University. The CHRO will oversee an effective, efficient and responsive human resources function, working in partnership with leaders and managers across the campus.

Accountabilities:

- Provide strategic, sensitive and pragmatic advice on people and organizational matters to the President and Executive Team, including oversight, advice and guidance at an institutional level;
- Support and encourage collaboration in the implementation of key initiatives to support the achievement of the University's Strategic Directions;
- Support the ongoing work of the University to increase staff and faculty equity, diversity, inclusion, respect for human rights and accessibility;
- Be accountable for developing and implementing human resources policies, labour relations strategies, collective bargaining negotiations, recruitment and retention processes, pension, pay and benefits and compensation administration, rewards and recognition practices, and health and safety programs;
- Evaluate and ensure people, programs and services are aligned, improved and updated to support critical university initiatives; and
- Develop, oversee and manage within approved budgets to ensure departmental priorities, objectives and obligations are achieved.

Background:

- Degree in Human Resources, Business, Law or related field; post-graduate degree would be an asset;
- Chartered Professional in Human Resources (CPHR) designation a definite asset;
- Seasoned leader with the proven ability to direct, support, mobilize, coach and develop staff, and influence and collaborate with senior managers and executives in all departments and functions;
- 10+ years of progressively responsible, broad HR experience in diverse and complex environments;
- Several years experience in labour and employee relations, including collective bargaining within a multi-union environment;
- Demonstrated strategic agility with exceptional execution, problem-solving and decision-making skills; and
- Superior communication and interpersonal skills, with the ability to relate on a diverse range of issues.

The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of racialized communities, Indigenous persons, persons with disabilities, and persons of any sexual orientation or gender identity. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents of Canada

*Individuals interested in this opportunity please send a cover letter and resume in confidence to **Jen Iskierski**
jen@harrisleadership.com quoting project #19105*