

Manager, Human Resources



CUSHMAN &
WAKEFIELD
Winnipeg



Stevenson

About The Company

Cushman & Wakefield | Stevenson is Winnipeg's premier full-service commercial real estate firm. With service offerings in Commercial Brokerage, Property Management, and Valuation & Advisory, Cushman & Wakefield | Stevenson provides a unique offering to its clients. Simply put: "we put our clients and our people at the centre of everything we do." With a people-first culture, and a client-centric approach, Cushman & Wakefield | Stevenson is at the forefront of progressive change within the commercial real estate industry.

Position Summary

The Manager of Human Resources is a key senior leadership role that reports to the President. CWS is seeking a hands-on, positive, self-motivated Manager of Human Resources who has experience providing strategic Human Resources Leadership. The HR Manager is also responsible for the development and delivery of programs for hiring, retaining and developing employees, in alignment with CWS's culture and business objectives.

Key Responsibilities Include:

- Be an active and contributing member of the senior management team, adding strategic value through the understanding of business and industry;
- Align Human Resources management activities and development with company vision, culture and business objectives;
- Nurture a mentorship and career development environment for the organization;
- Develop and manage HR budgets;
- Evaluate, develop, implement and maintain employee hiring practices; policy manuals; compensation programs, benefit programs, performance evaluation programs;
- Be a key driver and manager of organization development cultural programs and related initiatives;
- Champion the HR function within the company, and create a strong HR function;
- Develop a total rewards strategy to attract and retain high performing team members;
- Handle and oversee all Employee Relation matters and other related duties as necessary;

Selection Criteria

- Bachelor's Degree, equivalent educational credentials or accreditation;
- CPHR Designation is preferred, but not mandatory;
- Minimum of 10 years of Human Resources generalist;
- Minimum of 5+ years progressive leadership experience;
- Experience managing and interpreting data and analytics in an HR Capacity;
- Demonstrate a strong business acumen and ability to discuss and implement broad strategic business issues with all levels of management;
- Demonstrated experience developing and implementing HR programs;
- Demonstrated experience with HR Best Practices and continuous improvement programs;
- Demonstrated experience developing and maintaining company culture;
- Strong knowledge of human resource management practices, related employment legislation, leadership/management techniques, business principles/processes, and organizational dynamics;
- Experience with human resource management information systems (HRMIS) tools and technology;
- Has business acumen, confidence and the presence required to establish credibility as a mentor/coach to senior management;
- High energy, self-starter, customer focused, innovative, with a demonstrated ability to drive change;
- Strong interpersonal skills and communication both written and verbal.

For more information, contact Morgan Sinclair quoting project # 20141 at morgan@harrisleadership.com