



WE'RE LOOKING FOR A DIRECTOR, HUMAN RESOURCES, ENVIRONMENT, HEALTH & SAFETY

POSITION LOCATION: FORT ERIE, ONTARIO

This role designs, develops and directs all of the Human Resources, Safety, Health and Environmental and Benefits and Payroll functions of Airbus Helicopters Canada in accordance with the policies and practices of the Company, the ethical and social consciences of business and society and the laws, regulations and administrative rulings of governmental organizations and other regulatory and advisory authorities and organizations. Responsible for the strategic human resource planning to provide the company with the best talent available and to position the company as the “Employer of Choice” by ensuring policies, practices and actions create a positive, engaging and rewarding workplace.

MAIN RESPONSIBILITIES

Leadership

- Member of the Senior Leadership Team at AHCA
- Member of the HR Senior Leadership Team for North America
- Ensure AHCA has HR alignment with all Airbus entities in Canada
- Plan, develop, organize, implement direct and evaluate the organization’s Human Resources, Health & Safety, Environmental, Benefits and Payroll functions for personnel of Airbus Helicopters
- HRBP for President and Senior Leadership Team
- Lead the HR team to ensure salaries / benefits, strategy, are in line with Airbus and Canadian Law
- Ensure Airbus Values and Ethics and Compliance requirements are adhered to and promote a speak up culture
- Represent the Company for any HR legal issues and disciplinary actions following Canadian law
- Manage Expats process for Airbus subsidiaries and entities, including Stelia, One Web, Airbus SAS, Airbus D&S, Airbus Canada, Airpro, and AHIS. (immigration, payroll, etc)
- Lead the HR Team to ensure full development and performance of all employees ensuring a positive employee relations culture where talent wants to work
- Develop appropriate policies and programs for effective management of the people resources of the corporation. Included, but not limited to, programs for employee relations, affirmative action, sexual harassment, employee complaints, relocation, international and expat assignments, external education and career development



Strategy

- Alongside the Senior Leadership Team, develop company strategy to be aligned with overall goals and objects and TCOs ensuring alignment with AHNA
- Identify and prioritize company wide training needs in conjunction with management members, compliant with Airbus Helicopters Canada strategy and tracking all training costs, ensuring costs are within allotted budget. Evaluate impact and success of training programs
- Develop HR strategies and headcount management to be aligned with business needs and assuring alignment with AHNA goals and objectives
- Develop staffing strategies and implementation plans and programs to identify talent within and outside the corporation for positions of responsibility. Identify appropriate and effective external sources for candidates for all levels within the company

Human Resources

- Lead and provide guidance to the Senior Leadership Team on all activities related to Performance Management (People review, Talent Development, etc.)
- Validate with President, Senior Leadership and Management recommendations for performance reviews, salary increases and bonus ratings
- Lead HR Team to develop people strengths and competencies according to future business needs and people career plans, identify and promote talents, seek and provide regular feedback on individual and team behaviors and ways of working, develop people accountability and controlled initiatives / risk taking

Health & Safety and Environment

- Ensure the health and safety of all employees through a robust H&S Programs and ensuring all legal requires for a safe workplace are enforced
- Promote H&S culture and rule through the definition and the management of communication campaigns
- Promote health and safety mindset in the workplace and knowledge of health and safety requirements
- Ensure environmental group targets are met

Payroll

- Ensure all employees are paid in accordance with applicable legislation
- Approve senior leadership team expenses
- Ensure hosted expats are receiving payroll as scheduled



Position Requirements

Education

- Bachelor's Degree in Human Resources Management or recognized HR certificate/HR designation or 15 years of equivalent experience in lieu of degree

Experience

- 10 years related experience and/or training or equivalent combination of education and experience
- Experience working in an Aerospace industry is preferred

Knowledge, Skills, Demonstrated Capabilities:

- An experienced leader and human resource executive with appropriate industry experience, preferably in the manufacturing or aviation field.
- An energetic, forward-thinking and creative individual with high ethical standards and an appropriate professional image.
- A strategic planner with sound technical skills, analytical ability, good judgment and strong operational focus.
- A well-organized and self-directed individual who is "politically savvy" and a team player.
- An intelligent and articulate individual who can relate to people at all levels of an organization and possesses excellent communication skills.
- A good educator who is trustworthy and willing to share information and serve as a mentor.
- An excellent facilitator who is experienced in resolving conflicts between different parties to a dispute.
- A decisive individual who possesses a strategic focus as well as an operational, implementation and detail oriented perspective.
- Diverse experiences in managing a range of administrative areas of responsibility.
- Bilingualism (French-English) an asset.

Technical Systems Proficiency:

- Proficiency with Google Suite
- Knowledge of various HRIS Systems: ADP Workforce Now, Workday as asset

Other Information:

Work schedule is Monday to Friday, day shift, full time employment (40 hours per week). We offer a competitive salary, health benefits plan, company pension plan, stock options, service recognition awards and much more!