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McNamee-Lamb & Associates is an Executive Search and Human Resource consulting organization with direct executive level experience in the Manufacturing and Distribution, Banking, Financial Services and Insurance, Consumer Products and not-for-profit sectors. We strive to provide outstanding, high quality service to our clients and candidates who we represent in the sourcing, screening and final selection process. We know the importance of getting the "right fit" for both clients and candidates to be engaged in a successful and prosperous relationship.

The Position: Human Resources Manager

The Position Location: Mississauga

The Organization:

Our client is a privately owned North American Retailer with over 1,000 stores, 4 plants, 7 distribution centers and over 30,000 employees in the United States and Canada. Over the past few years, they have made significant investment in their infrastructure to increase its efficiency and performance over the long term. They are in the process of building a "world class" organization for the employees and customers alike; ultimately with the end result being a consistent, memorable, positive customer experience.

The Role:

Reporting to the Director of Human Resources in the U.S. and the Plant Manager on-site in Mississauga, the Human Resource Manager will provide leadership and support to the Plant Manager for staffing, performance management, ER, training and OD, WSIB, health & Safety, compensation and benefit plan administration. As an HR professional in this Generalist role, the individual will understand "best practice" principles and the importance of creating and continuously improving the plant's work culture in a non-union durable goods manufacturing environment. The Human Resources Manager will be comfortable working within a team environment but with autonomy from the Corporate HR

team located in the U.S. Exemplary leadership attributes and Human Resource skills are expected in this role and are critical to success.

There are many daily operational success factors in the role but the long term success can only be achieved if the HUMAN RESOURCES MANAGER is a true team player who can operate effectively at a strategic level and in a day-to-day operating capacity with the plant and HR team. The successful individual will demonstrate the following key attributes:

- Ability to establish and build trust with people in an authentic and genuine fashion
- Results oriented characteristics with a track record of success
- Ability to create structure and make decisions based upon sound principles and values
- Continuous learning mindset, curious and inquisitive along with a passion for continuous improvement with a goal to be part of building a "world class" Safety minded organization
- Emotionally intelligent enabling the team to engage in the organization's vision and strategy
- Leadership success philosophy through coaching and developing talent while leveraging the team's strengths in a non-union environment
- Collaborative and team minded with the ability to work "hands-on" and independently

Key Duties and Responsibilities:

- Maximizes efficiencies by ensuring the Plant is staffed at optimal levels
- Maximizes the productivity of the facilities through employee development
- Manages the Employees Relations Program and issues as they arise ensuring that employees are treated with respect and fairness
- Payroll, compensation and benefits administration for plant employees
- Ensures compliance of all company and OSHA regulations
- Ensure WSIB and risk management issues are handled appropriately
- Manages and executes employee training programs

Qualifications and Experience:

The successful incumbent will have a Bachelors Degree in Business/Human Resources and 5 – 7 years experience as a Human Resources Manager (Generalist) within the manufacturing sector. A CHRP designation is also preferred. S/he will have a history of continuous learning and education in various areas of Human Resources along with the necessary technology skills (Microsoft Office) to analyze, organize, train and present information for senior level decision making. Experience with a unionized and non-union environment preferred. This is a **NON-UNION** facility.

Compensation:

A competitive base salary and bonus is provided to the successful incumbent.

Candidates who meet the outlined criteria should forward their resume including salary expectations to:

Bill McNamee-Lamb
Managing Director