



Director, Human Resources

Established over 130 years ago, **The Niagara Parks Commission** has been a custodian and steward of one of the world's natural wonders along with many of Niagara's inspiring cultural, environmental and historical treasures. In the extensive 1,325 hectare portfolio, Niagara Parks' properties consist of world class attractions and parks, retail outlets, culinary full serve and quick serve operations, premium golf courses, heritage properties, a Police Service, a horticultural school, botanical gardens, butterfly conservatory, Engineering and Maintenance, Visitor Transportation and Administrative operations. From its inception, this provincial agency has operationally been financially self-sufficient, while access to the lands of the Niagara Parks Commission is to remain as free to the public as possible. NPC operates within the accountability framework of the Province as set out in the 2017 "Agencies and Appointments Directive" (AAD). The decisions, projects and policies of the Commission affect a broad array of stakeholders. Within its new strategic plan, Niagara Parks' vision is to be one of the most spectacular Parks in the world.

As a member of the Executive Team reporting to the Senior Director, Corporate Services, the Director, Human Resources will provide strategic direction and oversight of employee/labour relations, compensation, talent management, recognition and engagement, HR Technology, pension & benefits, learning and development, and organizational design for the organization's more than 300 full-time and over 1390 part-time/seasonal employees. With a team of up to 15 staff, the Director ensures HR best practices are in place within applicable legislation and government directives, as well as progressive HR tools and technology to support the organization in achieving its goals and vision.

With at least 10 years of senior experience across all areas of HR, you are a seasoned leader and coach with exceptional relationship and team building skills. You possess solid knowledge of labour relations in a unionized environment and have effectively managed staff teams. Your advanced communication skills are demonstrated through effective negotiation and resolution of issues as well as making presentations to senior executives. You have led strategic HR planning and staff engagement initiatives. You have strong administrative and analytical skills as well as a commitment to professionalism, ethics and integrity.

To explore this opportunity further, please contact Julia Robarts in Odgers Berndtson's Toronto office at 416-366-1990 or submit your resume and related information online at

<https://www.odgersberndtson.com/en/careers/14721>

The Niagara Parks Commission is an equal opportunity employer. In accordance with the Accessibility for Ontarians with Disabilities Act (2005), upon request, accommodation will be provided by both Odgers Berndtson and The Niagara Parks Commission throughout the recruitment, selection and/or assessment process to applicants with disabilities.