

HR Business Partner

Guelph based | Fulltime

Are you a self-starting, all-around, hands-on HR professional with a passion for workplace betterment, improving overall employee experience, culture, leadership and basic HR processes? And do you desire to make a difference within a dynamic, growing company? You may be the ideal candidate for this position within Royal Brinkman Canada.

Your responsibilities

Royal Brinkman Canada Inc. is a subsidiary of Royal Brinkman International, a 140-year-old family-owned company based in the Netherlands that is a leading supplier to the professional greenhouse horticulture sector. Our team, of around 40 colleagues operating out of Guelph and Kingsville, Ontario, is dedicated to creating a better and sustainable future for the growers we serve. As HR Business Partner it is your responsibility, together with the management, to create the circumstances in which our team can flourish. You will be the first fully dedicated HR professional in our company, offering you ample room for development of the organization and yourself in the field of Human Capital Management. You will report to the Marketing & HR Manager. Together you will translate the organizational goals into effective HR strategies, plans and processes, aimed at a future-proof organizational culture and structure, optimal staff performance and high employee engagement. This is by being a (business) partner, as well as both a change /leadership coach for the management and an administrative expert/employee champion. Your responsibilities will be both strategic and operational.

Your responsibilities include:

- Implementing a successful Performance Management & Talent Development structure and culture; coach and facilitate managers and employees in this field and create and report HR metrics & KPI's to support this process.
- Discover, initiate and implement measures aimed at improving employee experience, employee relations and employee retention; also take charge of the annual Employee Satisfaction Survey.
- Recruiting, onboarding and training of new employees.
- Developing and implementing HR policies, programs and procedures, including Compensation & Benefits schemes.

- Supporting personnel & payroll administration and being an HR inquiry point for colleagues.

Your profile

You are a connector at heart, and you know how to quickly gain the trust of colleagues and managers through both your knowledge, skills and personality. Your communication and coaching skills, your business sense and your organizational sensitivity are highly developed. You are an all-round and hands-on HR-professional, you like a broad range of HR tasks and operate easily at both strategic and operational levels. You have a passion for development both on an organizational and individual level and are energized by building a strong and robust HR organization within our company. You can quickly identify areas for improvement, come up with a vision and data-driven proposals for improvement, implement positive changes and advocate for an effective, satisfying workplace. You know how to use multiple influencing tactics to get things done. Additionally, you have:

- A College diploma or University degree in Human Resources, Business Administration or related; Certifications such as Certified Human Resource Professional (CHRP) is an asset;
- At least 3-5 years of experience in a similar role;
- Strong developed problem-solving skills and the ability to switch quickly between different subjects;
- High level of reliability, ethics, integrity and punctuality;
- The ability to navigate labor laws, employment standards and workforce compliance;
- Knowledge and experience with HR Software, HR Analytics and personnel & payroll administration; experience with ACCPAC (Sage 300) an asset;
- Willingness to travel to and between our offices in Guelph and Kingsville.

What we offer

We offer a highly varied job with lots of room for your own initiative. In this job you can really make a difference to the employees and management of our company and help to build a strong and robust HR organization. You will get professional guidance from your colleagues, both within Royal Brinkman Canada Inc. and from the HR team in The Netherlands, and development opportunities at every level. Additionally, we offer:

- The opportunity to work in a growing international company;

- A friendly and relaxed work environment;
- Competitive compensation, including paid holidays, comprehensive health and dental benefits and a company matching Registered Retirement Savings Plan (RRSP) incentive;
- A laptop and necessary equipment appropriate to the position;

Our values

'Global specialist in horticulture' is who we are, "Let's improve together" is why we do what we do. "Let's improve together" stands for the way we operate, improving horticulture worldwide together with growers, suppliers and other partners. The values: connector, innovative, reliable, helpful and specialist, are the skills we need to deliver on our promise. They form the basis of everything we do and communicate to customers, suppliers and colleagues. They reflect what we stand for and are part of our DNA.

Interested?

Are you interested in this unique position, please sent your CV with cover letter to communication@royalbrinkman.com. Need more information, please contact Julie Fordyce, Marketing & HR Manager Royal Brinkman Canada Inc. (519-821-1684 ext 1222). No agencies please!