

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 our HR Business Partner, you will be primarily based at our head office in Guelph, while also supporting our second location in Kingsville. In this role, you'll work closely with management, to build an environment where our team can do their best work and grow.

Reporting to the Marketing & HR Manager, you'll help translate the organizational goals into effective and practical HR strategies, plans and processes, focusing on building a future-ready company culture and structure, boosting performance and increasing employee engagement. You will be stepping into a newly formed HR department as the sole dedicated HR professional, giving you the chance to define new practices and enhance existing ones, shaping Human Capital Management from the ground up.

You'll wear multiple hats: a trusted business partner, a coach for leadership and change, and a go-to expert for HR operations and employee support. Your role will balance both strategic planning and hands-on execution.

Your responsibilities include:

- Implementing an effective Performance Management and Talent Development structure and culture, including coaching and supporting managers and employees in applying it. You'll also create and report on HR metrics and KPIs to measure impact and guide continuous improvement. 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 programs.
- Supporting personnel & payroll administration and being an HR inquiry point for colleagues.

Your profile

You are a natural connector who quickly earns the trust of colleagues and managers, thanks to your knowledge, communication style, interpersonal skills and professional approach. . With strong communication and coaching skills, your business sense and your organizational sensitivity are highly developed.

You enjoy working across a broad range of HR topics and feel comfortable operating at both strategic and operational levels. You're passionate about development, both at the organizational and individual level and you're energized by the opportunity to build a strong, future-ready HR foundation within our company.

You can quickly identify areas for improvement, developing a vision supported by data-driven proposal, implementing positive change, and championing for an effective, fulfilling workplace. You know how to influence others through a variety of approaches and always find ways 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.
- Must be willing and able to travel monthly between our offices in Guelph (head office) 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 receive professional guidance from your colleagues at Royal Brinkman Canada Inc., as well as support from the international HR team at Royal Brinkman in the Netherlands, with development opportunities available 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.

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 send your resume with cover letter to careers@royalbrinkman.com. No agencies please!

Royal Brinkman Canada Inc. is committed to fostering an inclusive and accessible environment where all employees and applicants feel valued, respected, and supported. We encourage applications from individuals of diverse backgrounds and experiences. Accommodation is available upon request throughout the selection process to ensure equitable opportunities for all candidates.