



Chief Human Resources Officer

The *Toronto and Region Conservation Authority* (TRCA) safeguards and enhances the health and well-being of watershed communities for more than 3.5M people. TRCA protects the integrity and health of the rivers and creeks, while protecting, restoring and enhancing a system of green and natural spaces that sustain local ecosystems, and advance sustainable practices that improve people's lives. If you are an experienced HR senior leader and share TRCA's passion for protecting, conserving and restoring natural resources as well as enabling a workforce to perform their very best, then this opportunity is for you.

Reporting to the CEO, the Chief Human Resources Officer is a member of the Senior Leadership Team, who leads, manages and participates in all Human Resources functions of TRCA to advance the organization in the areas of change management, organization structure, talent acquisition and development, succession planning, performance management, employee relations, compensation and benefits, job evaluation, health and safety, and legislative compliance. With your team, you provide day-to-day guidance and support to eight divisions comprised of approximately 650 full-time and 600 supplementary staff and are a key advisor to the Senior Leadership Team, TRCA's Board of Directors, and the Toronto and Region Conservation Foundation Board. This position plays an integral role in the organization's Strategic Plan and executes new initiatives including the implementation and management of TRCA's HRIS.

With more than 15 years of experience including seven at the senior leadership level, the ideal candidate possesses a university degree in Human Resources and CHRL or an equivalent combination of education and experience. You are an HR generalist with solid knowledge of relevant legislation, are a strong communicator, and are capable of motivating others to embrace change. Experience managing in a multi-site context is beneficial as well as being able to recognize and demonstrate the added value that HR provides to meet the business needs of divisions across the organization.

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 to <https://www.odgersberndtson.com/en/careers/15873> by **July 3, 2019**.

TRCA 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 TRCA throughout the recruitment, selection and/or assessment process to applicants with disabilities.