



Vice President, People & Talent Management

GrandBridge Energy Inc. is guided by a vision to be a leader in energy transformation and driven by a mission to bridge communities to the energy future. GrandBridge Energy delivers safe and reliable electricity to 111,000 customers in the City of Brantford, the City of Cambridge, the Township of North Dumfries, and the County of Brant. Our talented employees fulfil our mission to help our communities bridge the transition towards an evolving and dynamic energy future. Our values are the principles and beliefs that guide our operations.

As the Vice President, People & Talent Management, you will be a key member of the executive leadership team, reporting directly to the President & CEO with responsibility for the strategic leadership and operational direction of the human resources and health and safety functions. The Vice President works collaboratively with the executive leadership team and is a strategic business partner in supporting the company in achieving its vision and mission. You will be a key advisor on important issues and initiatives related to organizational design, people and culture, compensation, talent management, labour relations, health and safety, and succession and resource planning.

We are seeking an experienced executive with exceptional communication and relationship building skills and the ability to lead in a fast-paced environment. This role requires a strategic visionary, who still likes to be tactical and lead by doing. You will lead dynamic change, both internally and externally, and work effectively with our employees, union representatives, community stakeholders, the business community, industry partners, and government agencies. As the Vice President, People and Talent Management you will balance both your strategic and technical strengths with effective problem-solving and results-driven capabilities to achieve our strategic priorities, goals, and objectives.

Core Responsibilities:

1. Strategy & Execution:

- Develop and oversee the execution of an integrated Talent Management Strategy to align with our strategic objectives that supports the attraction, retention, and development of our employees.
- Develop and oversee a Safety Culture Strategy with actionable tactics aimed at continuous improvement and enhancement of the safety culture of the organization.
- Translate the corporate strategy into relatable goals and objectives aligned to People and Culture and foster an environment that encourages cooperation, collaboration, and innovation across the organization.
- Lead and champion the development and implementation of the Diversity, Equity, and Inclusion (DEI) strategy, framework, and initiatives.
- Direct and oversee the development, monitoring and reporting of Key Performance Indicators (KPIs), perform benchmark analysis, and develop actions plans to positively impact the organization and deliver on results.

2. Talent Management:

- Create a training and development framework and programs designed to enhance the skills and capabilities of our employees and prioritize meaningful career development.
- Oversee the design and administration of compensation and benefit programs to support the organization's desire to be an employer of choice.
- Direct a process of organizational planning that evaluates structure, job design, job evaluation and resource planning – coordinating activities across the organization.
- Develop recruitment strategies to source talent in a highly competitive market, while harnessing the organization's skills, competencies, and capabilities.



3. Employee Relations:

- Develop and oversee the execution of robust Labour and Employee Relations Strategies focused on alignment to the Vision, Mission, and Strategic Plan.
- Leadership and decision role in the negotiations of the collective agreements and ensure compliance with the spirit and intent of the agreements across the organization.
- Support change and transformation management initiatives to effectively prepare, equip, and support employees to successfully adapt to change to drive organizational success and outcomes.

4. Employee Engagement and Culture:

- Plan, develop, implement, and evaluate the organization's employee engagement practices to build a strong culture around the corporate values to retain our talent.
- Support and enhance organizational competencies and the employee culture – effectively defining and demonstrating a set of values, beliefs, attitudes, and systems that outline and influence employee behaviour across the organization.

Role Requirements:

- Charismatic, passionate, and energetic leader that is committed to identifying, nurturing talent, and fostering a high performing, team-oriented culture that makes people feel valued and respected.
- A solid track record of influencing senior business leaders, while demonstrating critical-thinking, problem solving, and excellent decision-making skills.
- Demonstrated ability to build credibility and effective relationships with team members and all levels of management, the Board of Directors and Industry peers.
- Strong executive presence, and the ability to work with a high degree of discretion and integrity.
- Experience leading and working in a unionized environment.
- Strong analytical and project management skills.
- Excellent verbal, written communication, and interpersonal skills, including high-quality presentation skills.
- Certified Human Resource Professional and Industrial/Labour Relations experience.
- Minimum 10 years' progressive senior level leadership experience of which, at a minimum 5 years in an executive role.

Join GrandBridge Energy as the Vice President, People & Talent Management and take an active role in shaping the future of the energy sector, while driving the company's growth and success. This is an exciting opportunity for a visionary leader to make a lasting impact on our organization and contribute to a sustainable energy future. Apply now to be part of our dynamic team!

We offer an excellent working environment, career path exploration and development opportunities, a comprehensive total rewards package, and opportunities to get involved with teams and charitable events that support and make a difference in our community. GrandBridge Energy is an Equal Opportunity Employer and is AODA compliant.

To become a member of our team, please forward your resume by **February 29, 2024** to careers@grandbridgeenergy.com. When applying for the position, please quote "Vice President, People and Talent Management" in the subject line.

GrandBridge Energy
39 Glebe Street, P.O. Box 1060, Cambridge, Ontario N1R 5X6
Check us out at <https://grandbridgeenergy.com/>

We appreciate the opportunity to review all resumes, however due to volume, only those under consideration will be contacted. We retain resumes for a period of 12 months. In the event a similar position becomes available, your application may be considered.

Bridging the way to a **connected future.**