



Senior HR Professional

Are you a seasoned HR professional who has a desire to make a lasting impact across a variety of industries? Have you been waiting to apply your expertise in diverse and creative ways – and to view “work” in a different light?

We at the Jouta Performance Group (Jouta) are currently seeking a Senior HR Professional who will work across a variety of industries to develop, implement, and maintain HR practices, initiatives, and infrastructure, and become a trusted business partner to business leaders and managers.

Who we are

Through our commitment to creating long-term partnerships that allow our clients to exceed their goals and expectations, we create tailor-made HR solutions – and true HR excellence – for our clients’ organizations.

Our purpose is to ensure our clients are consistently better off than they were before working with us. We do this, in part, through our collective alignment with [our guiding principles](#): CALIBER – **C**ollaboration, **A**we-Mazing, **L**aughter, **I**nnovation, **B**elieve, **E**xperts, **R**esults.

What you’ll do

As part of – and collaborating with – our team of talented and seasoned HR professionals, you will lead and carry out the full gamut of HR initiatives and provision of solutions to a diverse set of clients across several industries. In particular, you will:

- Build and maintain strong and personable client relationships
- Analyze clients’ current HR practices and recommend/implement solutions to their HR issues in line with their workplace culture and business requirements/objectives
- Work with clients to understand their culture, vision & values and develop strategies, programs, and processes across the various pillars of HR (e.g. performance development & management; compensation philosophy & structure; policies & procedures, recruitment & onboarding; organizational structure & workforce planning; etc.)
- Prepare performance improvement plans, corrective action letters, leave documents, employee and manager handbooks and associated HR documents
- Advise and consult on employee relations matters, from supporting engagement and navigating medical leaves of absence to managing performance issues, conflict, and termination
- Facilitate meetings, workshops, and coaching/training sessions for employees/leaders of all levels (via Zoom and/or in person, as possible/applicable)
- Support clients, as needed, where HR matters/infrastructure are concerned

Who you are

You are a seasoned, consultation-focused and business-minded HR professional who is both strategic and hands-on. With a forte for building and maintaining strong relationships with leaders and employees alike, you also are/have:

- 10+ years of progressively senior HR experience, at least 3 of which are at the Director level
- HR education or equivalent/degree or diploma in a related field
- An HR subject matter expert with a diverse and varied breadth of knowledge
- Demonstrated ability to plan, design and develop processes and programs across the pillars of HR
- Well versed in all legislations governing and associated with HR (including both the ESA & CLC)
- Solid grasp on diversity, equity, and inclusion
- Motivated to be self-directed, and yet committed to working inclusively and collaboratively
- Strong project management capabilities
- Solid communication and writing skills
- Ability and willingness to engage with a diverse set of clients one-to-one, as well as in groups, through all methods (e.g. phone, video-conference and in-person)
- Willingness to work in a non-traditional, project-focused environment
- Passion for and ability to demonstrate a commitment to our purpose and guiding principles

In addition to the above, as much of the work we do is with Indigenous organizations, nations and communities, experience working in this space is a strong asset. While it's not critical that you have this experience, it is important that you have a particular interest in and willingness to do so. This may, at some point (i.e. when it is safe again to do so), require occasional travel within BC, including to remote regions.

How we work

While we all work remotely and are self-directed, we work collaboratively in a virtual environment, getting together in person, when we can. Our work is project-based, and for that reason, we all set our own hours and work structure – provided we're able to meet and exceed the needs and expectations of our clients.

Take the plunge!

If you believe you can add value to our team and our clients, are aligned with our purpose and guiding principles, and are ready for a change in how you work, we want to hear from you! Please send your resume and cover letter to: careers@jouta.com and let us know why we're a great fit for each other. As always, we sincerely thank all applicants for their interest and only those who are shortlisted will be contacted.