

Posting No. 18-12-140
Director of People and Organizational Excellence

Thresholds Homes and Supports Inc. is a community-based agency that promotes recovery and improved quality of life for people who experience mental health issues by providing affordable housing and individualized, flexible support services.

As the Director of People and Organizational Excellence, you will join the Senior Leadership Team to assume responsibility for the leadership, development, and effective delivery of all aspects of Human Resources and organizational culture programming. Reporting to the Executive Director, the key focus of this role is the overall responsibility for full life-cycle talent management, engagement and organizational program alignment with Thresholds' strategy, mission and values.

Along with your CHRL/CHRE designation, you have a minimum of ten years in a progressively responsible leadership role complimented with previous experience in labour and employee relations, recruitment and retention, training, compensation, strategic planning, performance management, health and safety and organizational development. Your professional coaching style and sense of humour bring balance between building the HR function, fostering a satisfying work environment and coordinating administrative functions. With a strategic focus and the ability to see opportunity, you lead, and support programming related to new initiatives and special projects, as a trusted, collaborative leader across multiple sites and varied levels.

Partnering with staff and leaders you will help identify training needs, develop policy and procedures, mediate, counsel and interpret. Your strong business acumen, professional and supportive demeanor and ability to translate our values into practical organizational initiatives is evidence of your sensitivity, diplomacy, and sound judgement. High ethical standards and a demonstrated commitment to ensuring the credibility and reputation of the organization are also required. You have a valid driver's license and have access to an insured vehicle, and the ability to provide a current and satisfactory Police Record Check.

Thresholds Homes and Supports Inc. will accommodate the needs of qualified applicants under the Human Rights Code in all parts of the hiring process. If you are understanding and sensitive to the needs of individuals experiencing serious mental health issues, with a philosophy and values compatible with our organization, please send your cover letter and resume noting in the subject line "Director of People and Organizational Excellence" by **Friday January 18, 2019** to:

Executive Director
Thresholds Homes and Supports Inc.
Email: hr@thresholdssupports.ca
Fax: (519) 742-5232
www.thresholdssupports.ca

Please note that only those candidates meeting the requirements for the position will be contacted.