



www.chandos.com



CHANDOS

OPPORTUNITY PROFILE

**Vice President,
Human Resources**



ABOUT CHANDOS CONSTRUCTION

We were established in 1980. And have since become one of North America's most collaborative and innovative national technical builders.

What started out as a company with a single office, turned into one with 700 employees in seven locations across Canada: Edmonton, Calgary, Red Deer, Kelowna, Vancouver, Toronto, and Ottawa. Chandos is 100 per cent employee owned and the first and largest B Corp certified national technical builder in North America.

Our vision is to be the most collaborative and innovative national technical builder in North America by 2030. Our four missions guide our daily work and help us achieve our purpose and vision. And the way we behave as we work towards these ambitious goals is to embrace and champion inclusion, collaboration, innovation, and courage.

Our Company Mission - We are a purpose driven technical builder that is employee owned, B Corp certified, and committed to continuous improvement.

Our Industry Mission - We move industry towards innovation and inclusion by championing collaborative delivery and open-sourced research and education.

Our Community Mission - We use our supply chain to support inclusive and diverse communities, empower Indigenous people, and create equity for all.

Our Environment Mission - We will reduce embodied carbon on every project to be net zero by 2040 and work with project teams to develop zero emission building designs.

To learn more about Chandros' leadership, incredible team and the many milestones that have shaped the company for over 40 years watch [This is Chandos Construction – Our Story](#) and visit www.chandos.com/.



THE OPPORTUNITY

The most senior HR leader in the organization, collaborating with the executive leadership team, the Vice President, Human Resources is responsible for driving the execution of HR initiatives and plays a critical role in shaping our company's human capital strategy. This Vice President will be seen as a hands-on strategic leader, supporting a team of HR professionals and collaborate with cross-functional teams to ensure the successful recruitment, development, engagement, and retention of our diverse workforce. HR expertise and strategic mindset will contribute to the achievement of our organizational goals and reinforce our commitment to fostering a positive work culture.

Location: There is a preference for this position to be based in Edmonton. Candidates could also be based in Toronto, Calgary, Ottawa, or Vancouver. This is a flexible work environment, primarily in office. Travel is required to build relationships and support staff in all office locations.

KEY ROLES & RESPONSIBILITIES

Strategic HR Leadership:

- Lead the development of and the execution of the company's HR strategy in alignment with the overall business objectives.
- Provide guidance and support to senior leadership on HR-related matters, including talent management, succession planning, and organizational development.

Talent Acquisition and Retention:

- Lead the full cycle of talent acquisition activities, including workforce planning, recruitment, selection, and onboarding processes.
- Lead the development and implementation of effective retention strategies, including performance management, career development, and employee engagement initiatives.
- Ensure our operations team has the appropriate staffing levels across our construction sites.

Employee Development:

- Lead the design and implementation of a learning management system and ensure we have effective processes to drive high performance, accountability, and employee development.
- Ensure that our coaching culture is effectively delivered across the organization.
- Oversee our Leadership academy and our annual Leadership conference.

Employee Relations:

- Lead the development and maintain effective employee relations programs to foster a positive work environment.
- Provide guidance and support in resolving employee relations issues, ensuring compliance with employment laws and regulations.

Compensation and Benefits:

- Oversee the design, implementation, and administration of competitive compensation and benefits programs.

- Conduct market research to ensure the company's compensation packages remain competitive and attractive.

HR Policies and Compliance:

- Lead the development and implementation of HR policies and procedures in accordance with legal requirements and industry best practices.
- Ensure compliance with all applicable employment laws and regulations.

HR Analytics and Reporting:

- Utilize HR data and analytics to provide insights and support data-driven decision-making.
- Prepare HR metrics and reports for senior leadership and develop strategies based on data analysis

THE PERSON

QUALIFICATIONS & EDUCATION REQUIREMENTS

The candidate will have relevant education in human resources or related field at an undergraduate level. A Certified Professional Human Resources (CPHR) designation is seen as a strong asset. The individual will have a solid track record of success (ideally +10 years) in progressive senior HR leadership positions within the construction or related industries. The candidate will have significant experience leading broad human resource functions in a large and complex organization and will be seen as a true HR generalist. Ideally, they will have familiarity with regulations in Alberta, BC, and Ontario.

KNOWLEDGE, SKILLS & ATTRIBUTES

Visionary – Ability to formulate and articulate a detailed HR vision for the organization and communicate this vision and expectations.

Strategic Leadership – Ability to look at the “big picture” while still attending to details; proven success in strategic thinking and planning; ability to translate operational priorities into action and lead change; ability to coach direct reports; a credible leader; leads by example.

Adaptability – Ability to adjust to a changing environment, schedules, and priorities accordingly.

Communication Skills – Open and straightforward style with all audiences and an ability to effectively communicate with all stakeholders; candid and respectful with everyone. Possesses strong written and verbal communication skills and presentation abilities.

Team Player/Team Work – Demonstrated success leading a team, talks openly with others, establishes expectations, holds self and others accountable, supports group decisions, shares credit, builds enthusiasm for goals, and resolves conflict appropriately; collaborative.

Relationship Building – Ability to develop and maintain positive and productive relationships and partnerships with individuals both internal and external to the organization.

Problem Solving & Judgment – Ability to assess options and implications to identify problems and solutions. Ability to make decisions and provide direction on complex and emerging issues that may have political, community, or administrative implications.

Impact and Influence – Ability to establish credibility, respect, and builds strong working relationships with employees, and external stakeholders. Works in a collaborative and solutions-focused manner to achieve outcomes that align best with the needs of the organization.

COMPENSATION

A competitive compensation package will be provided including an attractive base salary and excellent benefits. Further details will be discussed in a personal interview.

TO APPLY

For more details or to further explore this important strategic leadership opportunity, please contact:

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To apply, please submit a Cover Letter and Resume directly to edmonton@leadersinternational.com outlining your interest, qualifications and experience.

