



OPPORTUNITY PROFILE

Human Resources Business Partner



Saskatchewan Indian Gaming Authority (SIGA)

A game-changer for Saskatchewan people, communities and businesses.

As a non-profit organization, 100 percent of our net income goes back to our communities.

Vision

The leading First Nation organization driving innovation and opportunity in gaming entertainment.

Our Mission & Values

SIGA Casinos deliver entertainment and excitement, offering slot machines, live table games, electronic table games, live on-stage entertainment and food and beverage services. SIGA employees provide a second-to-none customer service experience, rooted in traditional First Nation hospitality and culture. SIGA was established to:

- Create employment opportunities for First Nation people
- Generate positive revenues for First Nations
- Partner on economic development projects that benefit our shareholders and communities

We do all of this through the operation of seven entertainment destinations throughout Saskatchewan.

Our Mandate

SIGA was established with a mandate to: Create employment for First Nation people; generate positive revenues for First Nations; and partner on economic development projects that benefit our shareholders and communities. We do this through the operation of seven entertainment destinations throughout Saskatchewan.

A non-profit organization, 100% of our net income is reinvested in our communities.

The Siga Story

When you join SIGA, you soon realize that you are a part of something much more than a corporation. Our existence and success are the result of a collective effort of First Nation people across Saskatchewan. You hear it in the voices of our leaders who faced significant odds before we had the opportunity to open our doors.

[Watch Full Video](#)



The Role – Human Resources Business Partner

The HR Business Partner serves as a strategic liaison between Human Resources and business units. They align HR practices with organizational goals, offering guidance on workforce planning, employee relations, and performance management.

Key Accountabilities

Strategic Leadership

- Partner with leadership to align HR initiatives with organizational goals.
- Lead change management efforts and support cultural transformation.

Employee Relations & Performance

- Advise managers on attendance, conduct, and performance matters.
- Resolve workplace issues and foster a positive, respectful culture.
- Support coaching, career development, and disciplinary actions.

Workforce Planning & Development

- Support talent development, succession planning, and restructuring.
- Identify skill gaps and coordinate targeted training initiatives.

Policy, Compliance & Reporting

- Develop and maintain fair, consistent HR policies and procedures.
- Ensure compliance with legislation and organizational standards.
- Use HR metrics and reporting to inform decision-making.

Stakeholder Engagement

- Liaise with regulatory bodies and external agencies as required.
- Build strong relationships to support HR programs and initiatives.

The Person

The successful candidate will hold a bachelor's degree with a focus on Human Resources; however, an equivalent combination of several years of directly related experience and training may be considered. A CPHR designation is required, and an Investigation Training Certification is recommended.

The ideal candidate will bring experience in employment standards and conducting workplace investigations, along with a strong background in generalist human resources activities. Proven analytical skills and the ability to interpret complex information are essential to support effective decision-making and drive positive organizational outcomes.



Competencies and Personal Characteristics

Strategic Mindset & Problem Solving: Demonstrates the ability to analyze complex workplace situations and provide balanced, effective solutions. Aligns HR strategies and initiatives with organizational goals while ensuring fair and consistent practices.

Relationship Building & Collaboration: Builds strong, trusting relationships with managers, employees, and external partners. Works collaboratively across multiple teams and locations to foster a cohesive and positive workplace culture.

Conflict Resolution & Mediation: Skilled at identifying the root causes of workplace issues and facilitating constructive solutions. Handles sensitive situations with empathy and discretion while coordinating mediation services when required.

Communication & Influence: Communicates clearly and confidently, tailoring messages to diverse audiences. Provides training and guidance on HR policies, performance management, and best practices while influencing decision-making through evidence-based insights.

Adaptability & Resilience: Thrives in a fast-paced, dynamic environment with evolving priorities. Demonstrates flexibility when managing multiple initiatives and maintains professionalism when handling sensitive employee relations matters.

Ethical Judgment & Integrity: Upholds the highest standards of confidentiality, fairness, and professionalism. Ensures compliance with employment standards, legislation, and organizational policies while safeguarding both organizational and employee interests.

Express Your Enthusiasm

Email a convincing cover letter and a tailored resume (in PDF or Word format) to John Dugdale at calgary@leadersinternational.com, including the job title in the subject line of the email.

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