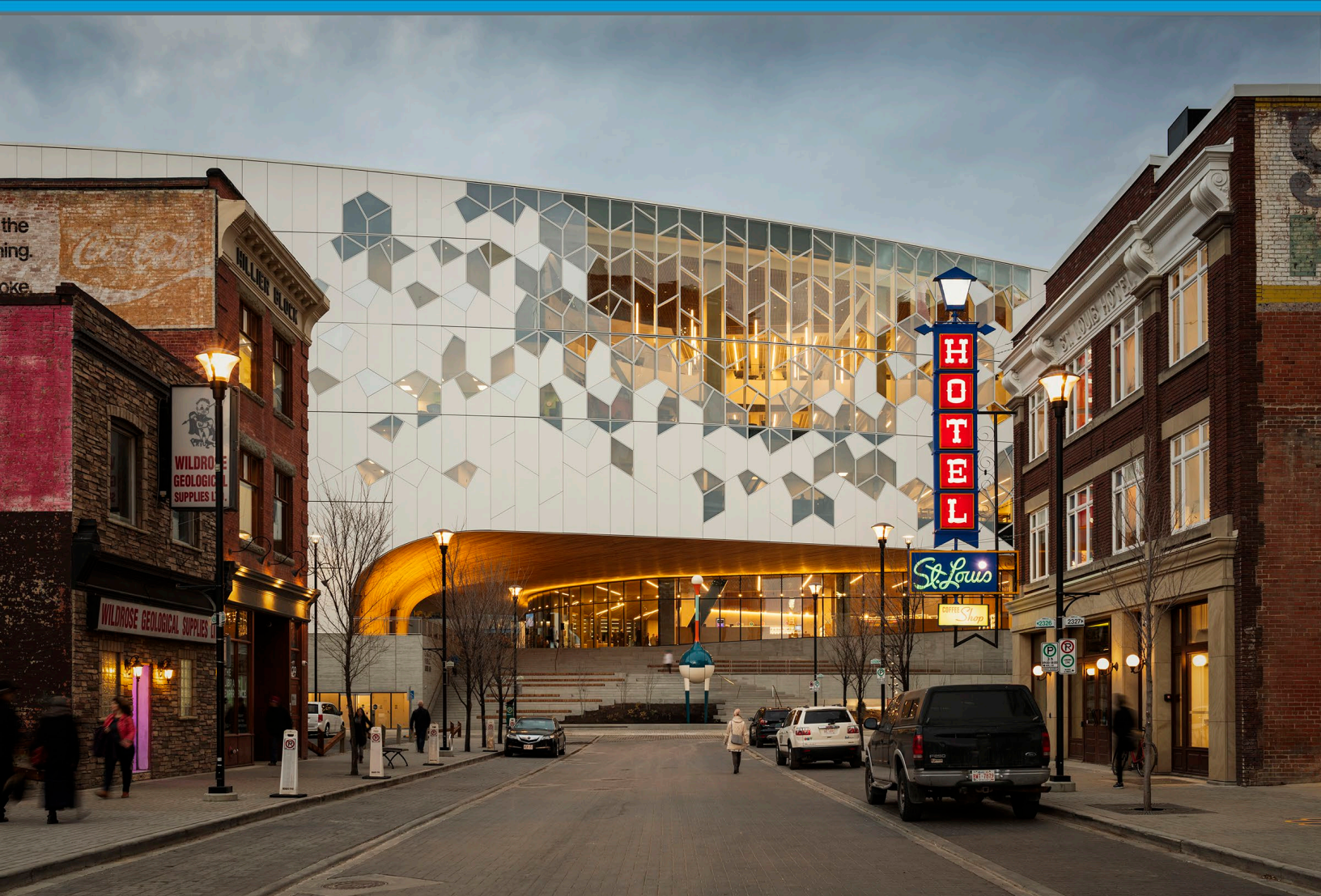


Leaders

INTERNATIONAL

Executive Search



OPPORTUNITY PROFILE

Chief People & Culture Officer

ENTUITIVE

Entuitive is Different. Are you?

Entuitive is an integrated consulting engineering practice offering structural engineering, building envelope, and sustainability expertise for new and existing buildings and bridges.

From the beginning, Entuitive has chosen to do things differently. Founded in 2011 by a group of colleagues who believed there was a better way to work together, the firm was built on the conviction that people can find deep fulfillment in their work - collaborating with great clients, delivering exceptional projects, and continuously improving along the way.

This founding belief shapes our culture today. Guided by principles rather than rigid hierarchies, we ask better questions, embrace every challenge as an opportunity, and foster an environment where curiosity and innovation thrive.

Our One Company approach transcends geographic and disciplinary boundaries, enabling our people to share knowledge, celebrate success, and solve complex problems together - no matter where they sit. For our clients, this means access to the right expertise every time. For our people, it means belonging to a community united by shared purpose and mutual support.

As we continue our ambitious growth and evolution, with a strategic focus on the Canadian market, this model reflects more than a way of working - it reflects who we are: one firm, one culture, one purpose.

What Entuitive Does

Sustainability Consulting
Structural Engineering
Building Envelope Services
Bridge Engineering

Construction Engineering
Restoration
Special Projects &
Renovations

Fire Engineering
Offsite & Modular Design
Assessment & Planning



The Role: Chief People & Culture Officer (CPCO)

Is Entuitive where YOU belong? This is an opportunity to contribute to the business strategy of an industry-leading and award-winning firm, develop and operationalize innovative people-first talent strategies, actively foster a One Company culture, and lead a team of passionate professionals.

Entuitive is seeking a strategic, growth-focused, and influential CPCO to build a platform of trusting relationships with internal clients from which they can influence change. The CPCO will advise the CEO and management team on organizational design, critical hiring, workforce planning, engagement, leadership development, talent management, and change management. The CPCO is also accountable for ensuring Entuitive remains deeply rooted in its purpose and aligned with its vision, mission, and values.

Reporting to the CEO, this role is a key member of a cohesive and high-performing management team. The CPCO also works closely with the Principals of the firm to ensure that Entuitive is fit for growth and continued profitability. Reporting into this role is a team that leads all initiatives related to employee engagement, rewards and recognition, leadership development, and strategic workforce planning. The CPCO also works with the Entuitive Board on matters related to their portfolio.

Responsibilities

People & Culture

- With culture at the heart of everything, the CPCO will influence and advance the people agenda as a strategic partner to the management team, board of directors, and other stakeholders.
- Ensure all people and culture activities are aligned with Entuitive's purpose, values, and culture.
- Prioritize and oversee implementation of talent practices that give Entuitive a competitive advantage and build the employment brand as a preferred employer for top talent.
- Contribute to the development of an agile and responsive organizational design and ensure its continual evolution to meet the needs of the business.
- Foster a positive, inclusive, and engaging company culture by ensuring a supportive work environment where employees thrive.
- Identify opportunities to enhance employee experience and improve productivity by leveraging technology to support key talent processes.
- Motivate and energize the P&C Team around shared strategic objectives to continually improve the employee experience.
- Actively support change management efforts related to the business growth strategy.
- Oversee the day-to-day operations of the P&C team, manage risk, and ensure compliance with employment laws and regulations.



Talent Management

- Proactively lead and continually evolve an integrated and holistic talent management strategy aligned with current and future business objectives.
- Lead the acquisition, development, and retention of talented employees through effective people programs and policies.
- Drive initiatives for leadership development and ensure resources and support are available to build a strong and sustainable talent pipeline of capable leaders for the future.
- Invest in building clear career paths to attract/retain talent, particularly for mission critical roles.
- Oversee a robust succession planning process, identify future successors to key roles and ensure development plans address any experience or knowledge gaps to successfully fulfill the role.
- Lead the design and implementation of performance management processes where performance management is viewed as a tool for growth rather than assessment.
- Implement frameworks and technology to enable performance management that delivers data-driven actionable outcomes through an effective and equitable process.
- Demonstrate commitment to the development of every employee, ensuring they have the coaching, tools and support they need to succeed.
- Ensure that the coaching and mentorship culture at Entuitive is fostered through programs and processes to promote development throughout the organization.
- Build and operationalize plans to support growth strategies and drive integration as a result of acquisitions and/or entry into new geographic markets.

Rewards & Recognition

- Apply a strong understanding of market trends to ensure that compensation, rewards, incentives, and recognition programs are competitive, sustainable, and scalable.
- Continually monitor rewards and recognition strategies to ensure that they support Entuitive's short and long-term strategic goals and that they promote desired behaviours to drive growth.
- Link performance management to the rewards program to ensure top talent is recognized and incentivized, reinforcing a culture that rewards excellence.

Employee Engagement

- Develop and evaluate employee engagement through formal and informal processes, establish practices to lower turnover and ensure high employee morale.
- Develop employee development strategies to support highest-level contribution and personal fulfillment.
- Improve P&C processes and systems to support and optimize the employee lifecycle.
- Oversee the resolution of problems including employee conflicts, performance issues, or misconduct including recommendations for corrective action.
- Develop people-related policies and procedures, providing leaders with guidance and clarity with respect to interpretation and application.

Qualifications, skills, and attributes:

- Bachelor or Masters degree in business management, human resources, organizational development, or a combination of these or other relevant fields.
- 15+ years progressive experience including strategic leadership roles in similarly sized, high-growth, agile organizations.
- High level of business acumen and proven effectiveness as a trusted advisor to the management team on alignment of human capital with organizational strategy.
- Functional expertise across all areas of P&C, including organizational design, succession planning, employee experience, talent development, performance management, rewards and leadership development. A hands-on leader and subject matter expert.
- Experienced with data analytics and metrics. Able to interpret data to influence decisions and communicate potential impacts to the business.
- Ability to lead, motivate and develop a high-performing team in a dynamic and growth-focused environment. Supports ideas from team members and brings out the best in others.
- Entrepreneurial mindset, driver of change; explores and embraces new ideas and technologies.
- High EQ and a strong communicator who can bring ideas to life. Excellent presentation, facilitation skills with internal and external audiences.
- Expert influencing skills with ability to build collaborative, trusting relationships at all levels in the organization with high personal and professional credibility.
- Curious and driven to understand the business, clients, and projects to fully align P&C decisions, initiatives, and risks.
- Executive presence and ability to effectively communicate with clarity and impact across varying audiences.
- Growth mindset, thrives in a dynamic, fast-paced and evolving organization and is energized by progress and change.
- Mobile, able to travel as required to offices across Canada.

Express Your Enthusiasm

Leaders Executive Search values diversity, equity, and inclusion in all aspects of our work. Candidates are invited to contact us directly with any accommodation requests.

To apply, please email your cover letter and resume (in PDF or Word document format, preferably as a single document) to Shalini Bhatta or Chelsey Howarth at apply@leadersinternational.com, indicating the job title in the subject line.

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