



**Home
Construction
Regulatory
Authority**

The Home Construction Regulatory Authority (HCRA) regulates Ontario's new home builders and vendors under the *New Home Construction Licensing Act, 2017* (NHCLA), mandated to promote and protect the public interest. Our mission is to be a fair, effective, and proactive regulator of home builders and vendors that ensures a positive consumer experience. To learn more, please visit www.hcraontario.ca

Director, People & Culture

HCRA is seeking a dynamic and experienced HR leader to provide strategic direction and leadership to support business objectives and foster a strong culture based on HCRA's mission, vision and values as they meet their organizational goals. Reporting to the CAO, you will lead the development and implementation of human resources strategies, policies, services and best practices.

In this key role, you will be responsible for the effective implementation of the full range of human resources operational functions, including total compensation, job description/evaluation, staffing, onboarding, employee relations, and interpretation and application of HR policies and best practices within the organization. You will use your knowledge and experience coupled with your interpersonal and communication skills to provide guidance and expertise to the CAO and the senior leadership team on strategic HR issues and plans, such as culture and change management, performance management, employee engagement and HR Planning.

Successful candidates will demonstrate the following:

- ✓ Proven leadership experience to manage the development and implementation of human resources programs.
- ✓ Completion of a university degree in human resources management, business management or a related field (or a combination of equivalent education, training and experience).
- ✓ Designation of Certified Human Resources Professional/CHRP (or related certificate) is an asset.
- ✓ Knowledge and expertise in human resource principles and best practices required to develop and manage an organization's human resources ranging from strategic development through to operational implementation, including relevant HR legislation (ESA, OHSA, OHRC, etc.).
- ✓ Change management skills to create a positive, inclusive and productive work environment.
- ✓ Political acuity to recognize and respond in a timely manner to policy and stakeholder issues which may have an impact for the organization.
- ✓ Demonstrated proficiency in developing successful relationships with internal and external stakeholders.
- ✓ Strong influencing, communication, and vision-setting abilities to support development of HCRA's strategic and business plans.

HOW TO APPLY: Click on the following link: [APPLY NOW](#) by **June 22nd, 2022**. We thank all applicants for their interest, however, only those selected for further consideration will be contacted. If you have questions, you can also contact Heather Lockie at 416-237-1500 x.237 or

heather.lockie@hra.on.ca. For more information about HCRA or to view other career opportunities, please visit www.hcraontario.ca.

HCRA offers a competitive compensation package including benefits and a defined contribution pension plan. A *Criminal Reference Check* will be required for the successful candidate.

We thank all external applicants for their interest, however, only those selected for further consideration will be contacted. Accommodation, if required, will be provided throughout the hiring process in accordance with the *Ontario Human Rights Code*.

HCRA IS AN INCLUSIVE EMPLOYER.