



Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Link's Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

Corporate Headquarters:
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Job Board Posting



Careers.Indigenous.Link

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Human Resources Strategic Partner (Petro-Canada) / Partenaire stratégique, Ressources humaines

Job ID	515763400-5832	
Web Address	https://careers.indigenous.link/viewjob?jobname=515763400-5832	
Company	Suncor	
Location	Montreal, Quebec	
Date Posted	From: 2019-01-18	To: 2050-01-01
Job	Type: Full-time	Category: Resource Sector

Description

LOCATION: Montreal, Quebec (CA-QC)

JOB NUMBER: 26362

Why you should join us: Are you looking for your next opportunity to build your skills in Human Resources? Do you have labour relations experience and are you passionate about supporting and guiding the strategic needs of the business? We are currently recruiting for a Human Resources Strategic Partner to support our Montreal refinery. In this operational role, you will report into the Team Lead and support both staff and unionized employees within this area. As a valued strategic partner, you will work closely with your client groups to deliver complete HR services of varying scope and complexity. You will use your expertise to:

- Communicate, implement and provide mentorship on all HR programs, cycles, and labour relations matters to your respective client group
- Provide leadership in cultivating union/management relations
- Liaise with internal labour relations and legal teams
- Work with various levels of leadership on investigations, progressive discipline and grievances
- Provide direction on collective agreement interpretation and administration
- Work independently on business challenges and provide recommended solutions
- Facilitate and lead a number of sessions on HR topics, including performance management, succession planning and workforce planning
- Champion innovation and continuous improvement as methods to improve HR and business performance
- Liaise, collaborate and contract with both our central HR function and the business to deliver effective, solutions in talent management, organizational effectiveness and learning and competency
- Build strong, positive relationships within the strategic partner community across Canada and the U.S.

We'd like to review your application if you have: Must-haves (minimum requirements):

- 3-5 years of proven Human Resources and labour relations experience (including negotiations), in a diverse environment, managing complex labour/employee relations issues in an operating environment
- A University degree in a related field (e.g. Human Resources, Industrial Relations, or Business)
- Fluent in French, with functional written and spoken English (to comfortably interact with other HR partners)
- Demonstrable knowledge in labour relations: collective bargaining, negotiation and arbitrations
- Strong knowledge of employment and labour law
- Advanced knowledge in all HR base business activities
- Alignment with our values of: safety above all else, respect, raise the bar, commitments matter and do the right thing

Preference for:

- Certified Professional in Human Resources (CPHR)
- Strong relationship management and consulting skills in order to cultivate positive and effective relationships with client groups and key stakeholders
- Strong problem solving skills and the ability to think and act strategically
- Strong facilitation and conflict resolution skills

Where you'll be working, your work schedule, and other meaningful information:

- You will work out of our Montreal office, located at 11701 Sherbrooke Street East
- Hours of work are a regular 40-hour work week, Monday to Friday

Why Suncor: We are Canada's leading integrated energy company with a business portfolio that includes oil sands development and upgrading, offshore oil and gas production, petroleum refining, and product marketing under the Petro-Canada brand. Our global presence offers rewarding opportunities for you to learn, contribute, and grow in a variety of career-building positions. We live by the value of safety above all else; do it safely, or don't do it. Our strong track record of growth and a focus on sustainability mean tremendous potential for the future. Learn about our mission, vision and values. In addition to rewarding job opportunities, we offer an attractive employee package, including:

- Competitive base salary, compensation programs, and an annual incentive program
- Flexible benefits package
- Rewarding pension and savings plans

Stay connected to us:

- Follow us on LinkedIn, Facebook and Twitter for the latest job postings and news
- Join our Talent Community and sign up to receive customized job alerts
- Read our Suncor Connections newsletter to see what we're doing in the communities we live and work in

We are an equal opportunity employer and encourage applications from all qualified individuals. We are committed to providing a diverse and inclusive work environment where every employee feels valued and respected. We will consider accessibility accommodations to applicants upon request. Please note that our job postings are typically open for two weeks, so don't delay, apply now. **JOB CATEGORY:** Business Professionals

