



You thrive on human interactions and you want to contribute to a rapidly-growing company? We have a devoted manager on board who is passionate about employee engagement and development. In addition, we have a vision, a mission and strong values. What's missing? Direction to drive the company and develop a strong employer brand that is inspiring and engaging. Your natural talent is to manage the human element, connect to people and find solutions? We need you.

Established in Richmond, Quebec, INNOTEX is specialized in the development, manufacturing and distribution of firefighter protective gear. An innovative, dynamic, rapidly-growing company, INNOTEX is a leader in the manufacturing of firefighting gear. INNOTEX is proud to be a trusted partner of thousands of fire departments around the world.

We are growing and we are opening a new, modern, and state-of-the-art workshop which will be located in Montreal, District central sector. The company already has 3 other manufacturing workshops in the province of Quebec as well as a factory in the United States.

In close collaboration with the General Manager and the Management Team, your mandate will consist of managing all HR files for all the company's facilities. As an active member of the Management Team, you will make significant contributions to the development of the company's human capital.

CHALLENGES:

ADVISORY ROLE

- Advise the Management Team about human resources management
- Act as facilitator in change management
- Ensure uniformity in terms of human resources in the three plants

EMPLOYEE EXPERIENCE

- Develop and deploy an employer brand that will help attract talents and increase employee retention
- Lead all HR files dealing with talent attraction, employee retention, development of competencies as well as remuneration
- Keep informed of any problems related to the company's development
- Determine personnel requirements, in collaboration with directors of various departments



POLICIES, PROCEDURES AND BENEFITS

- Supervise the development, revision and update of all HR policies and programs
- Intervene with complex problem solving and propose proactive approaches and solutions that meet management needs
- Supervise the regular management of benefits (group insurance, pension plan) and respond to requests (membership, included coverage, etc.)
- Manage the salary structure while ensuring equity principles are respected.

KEY COMPETENCIES AND QUALIFICATIONS

- Bachelor's degree in Business Administration – Human Resources, or equivalent
- Minimum of 10 years experience in Human Resources in a similar post
- Have completed the development and deployment of at least 1 employer brand project
- Abilities in human resources management and human relations
- Abilities in the development and deployment of employee retention programs
- Passion for recruitment and a strong business sense
- Proven abilities to use different recruitment strategies, including proactive social media techniques
- Strong ability for written and verbal communications
- Leadership and ability to make decisions
- Creative
- Fluent in French and English

CONDITIONS

- Permanent position
- Competitive salary
- Profit-sharing program
- Group insurance and pension plan
- The position is based at our new Montreal workshop - but requires occasional travel to our head office in Richmond, Eastern township.

If the challenge interests you, please send your resume to the attention of Karianne Bernier (karianne.bernier@innotexprotection.com).