



FEBRUARY 10, 2025

HUMAN RESOURCES DIRECTOR

INNOTEX INC. specializes in the development, manufacturing and distribution of firefighting equipment. The values of the **INNOTEX** team include, among others, commitment, innovation and teamwork. In full expansion, the company is a leader in the manufacture of fire-fighting equipment. We are proud to be the trusted partner of thousands of fire departments around the world. We currently have three factories in Quebec as well as one in the United States, employing approximately 300 people.

If you enjoy working in an industry that makes a difference in the field of community protection and security, then we have the perfect role for you. Our rapidly growing team is currently looking for a Human Resources Director to act as a strategic leader to drive organizational transformation and position human resources as a key performance lever.

This position is based in Montreal, Quebec.

MAIN RESPONSIBILITIES

- **Define and lead the strategic HR vision:** Develop a clear HR vision and strategies for organizational effectiveness and transformation, aligned with business strategies and objectives. Partner with the executive committee and managers to co-develop cross-functional HR strategies. Ensure transparent communication on HR practices at all organizational levels.
- **Organizational Development (OD):** Assess culture, organizational climate, and team dynamics to identify and address gaps. Implement initiatives to enhance collaboration, performance, and employee engagement. Act as a guardian of organizational culture.
- **Talent Management & Employer Brand:** Evaluate, enhance, or reinvent talent management practices (recruitment, onboarding, performance, recognition, retention, skills development, succession planning, high-potential detection) to meet future needs. Work with the VP of Marketing to develop and implement an employer brand strategy to attract and retain top talent. Lead initiatives on equity, diversity, inclusion, and well-being.



- **Executive support to Leadership Team:** Support the team effectiveness and the executive leadership development through team and individual coaching.
- **HR team management:** Responsible for HR team performance through individual coaching and team alignment.
- **Drive change management practice:** Identify strategic levers to support transformation, establish effective governance, and lead change initiatives.
- **Monitoring and impact measurement:** Define key performance indicators (KPIs) to track the effectiveness of transformation, HR and OD initiatives. Adjust strategies based on results and employee feedback.
- **HR policies, procedures, and benefits:** Lead the development, review, and implementation of HR policies and programs. Manage employee benefits in collaboration with the VP of Finance. Oversee salary structures while ensuring equity principles are upheld.

QUALIFICATIONS AND EXPERIENCE

- 10+ years of experience in Human Resources and/or Organizational Development in a similar role in Canada and USA.
- Bachelor's degree in business administration, Human Resources, or a related field.
- Experience in Organizational Development and transformation (org design, change management).
- Proven ability to design HR practices aligned with business needs and industry best practices.
- Experience in employee management and development.
- Effective collaboration with multidisciplinary teams in a multi-site environment.
- Excellent interpersonal and professional communication skills, adapted to various contexts.
- Fluency in English and French.
- Willingness to travel regularly (Quebec, USA)



KEY COMPETENCIES

- Strategic HR vision
- Strong business acumen with the ability to challenge and influence decisions
- Inspiring and adaptive leadership style – to foster trust and engagement
- Ability to analyze complex problems and propose proactive, business-aligned solutions
- Strong coaching and people development skills
- High emotional intelligence and active listening skills
- Member of CRHA / CPHR (an asset)

WHAT WE OFFER

- Dedicated and passionate team
- Flexible work schedule and work-life balance
- Competitive salary with bonus
- Group insurance plan with telemedicine services and a pension fund
- Access to an employee assistance program
- Free parking or public transportation for our Montreal plant
- Possibility of hybrid remote work
- Ongoing training

Are you passionate about human relations and eager to contribute to the growth of a rapidly expanding company? We are dedicated to employee development and engagement, guided by a strong vision, mission, and values. If you have a natural talent for managing people, excellent interpersonal skills, a solution-oriented mindset, and the drive to help create an inspiring and engaging employer brand, then this position is for you!

Please send your application to the Human Resources Department at: RH@innotexprotection.com.