

Senior Human Resources Manager

Our Company

BrandActive specializes in the financial analysis, strategy and logistics of rebranding implementation for organizations undergoing a brand identity change due to a rebranding program, an acquisition, merger, or spin-off.

Our services combine industry leading analytics with a unique and proven methodology that provides our clients with the information needed to make sound financial decisions, and save time and money. Since 1998, BrandActive has scoped, budgeted, planned, and executed brand change for many of the world's most valuable brands.

Our goal is to build a unique company; a company that provides an experience where people are valued for who they are and what they contribute, are supported and challenged in their growth and feel proud to be part of BrandActive. We do a great job with great people and have a great time doing it!

The Opportunity

In our business it's all about the people. BrandActive is currently seeking a **Senior Manager, Human Resources** to play a key role in the exponential growth of the business supporting its continued success through strong people management practices and a great employee experience.

In this newly-created role you will be accountable for translating business needs into human resources programs and initiatives and ensuring the ongoing evolution of BrandActive as an employer of choice. You will be the primary day-to-day HR resource in the company, interacting regularly with all employees at all levels.

We are looking for a confident HR professional well-versed in the full range of human resources disciplines. The ability to build strong relationship skills and demonstrate creativity, judgement and independence are essential.

BrandActive is going places – join us and help make it an even better place to work.

Responsibilities

- Contribute to the development and implementation of an HR strategy and related plan that supports the growth and evolution of the business
- Design and deliver the best HR solutions to support the success of the business and improve the employee experience
- Lead the charge on the company's recruiting activities staying on top of best practice and evolving BrandActive's approach so we attract and retain great talent
- Provide advice and guidance to people managers on questions related to performance management, compensation, employee development, communications, employee relations, workforce planning and recruiting, and other people-related matters. This can often involve complex and highly sensitive issues calling for complete discretion and diplomacy
- Provide operational HR support to the management team and all employees
- Oversee and manage the work of staff as assigned
- Develop and maintain strong relationships and credibility with managers and employees
- Analyze programs and data to identify trends to support management decisions around people
- Administer and coordinate the company's benefit programs and all employee records
- Maintain a focus on and commitment to personal development and a strong understanding of human resources "best practices"

Qualifications

- 5 to 7+ years of progressive HR experience preferably in a small to medium-sized entrepreneurial business ideally with experience managing others
- Post-secondary degree with a focus on business and/or human resources
- Excellent and in-depth knowledge of HR concepts, policies and practices across the full-range of human resources disciplines
- Strong relationship management, interpersonal, communications (verbal and written), presentation and influencing skills
- Strong business acumen
- Strong cultural sensitivity and alignment with the firm's culture
- Results oriented with high energy and a demonstrated ability to execute plans while managing the day-to-day
- Highly flexible and adaptive in a fast-paced demanding work environment
- Solution-oriented with strong problem-solving skills

Compensation

BrandActive offers a competitive compensation package including a comprehensive benefits plan. Salary commensurate with experience and education.

Start Date

Immediately

Required Materials

Please submit both a cover letter and resume when applying for this position.

Location

Downtown Toronto

Contact

<https://www.fitzii.com/apply/21799>