

Are you passionate about protecting the environment? Do you go out of your way to reduce, reuse, and recycle? Do you envision a waste-free future?

If you answered yes to those questions, then we'd like to hear from you.

We are the [Resource Productivity and Recovery Authority \(RPRA\)](#), Ontario's circular economy regulator.

Our vision is a circular economy today for a waste-free tomorrow. And, our mission is to support compliance with Ontario's producer responsibility laws through education and enforcement to foster Ontario's circular economy, spur innovation, and protect the environment.

We are looking for a talented and committed individual to join us as a **Director, People and Culture** to support the government's efforts to protect the environment and advance a new economy in which all waste is reused, recycled, and reintegrated.

Director, People and Culture

Reporting to the Chief Financial and Administrative Officer, the Director of People and Culture is responsible for the development and execution of human resource strategies and programs to ensure the Resource Productivity and Recovery Authority achieves its strategic objectives.

Practically speaking, you will:

- Develop and implement talent management strategies and processes to build and maintain effective teams, including coordination of employee learning and development initiatives.
- Support leadership in measuring and enhancing organizational culture. Monitor the "pulse" of the employees to support a high level of employee engagement.
- Support people leaders by providing professional advice and counsel
- In collaboration with the CFAO, manage the design, implementation and evaluation of a comprehensive total rewards framework and program that attracts, retains and motivates top talent.
- Oversee the on-going development of the Diversity, Equity & Inclusion (DEI) strategy and implement plans.
- Identify and address issues that affect the overall health of the organization.
- Take a proactive approach to HR risk management, ensure HR risks and issues are identified, addressed, and reported.
- Prepare reports and provide staff support to the Human Resources Committee of the Board.
- Lead by demonstrating the RPRA's values, expected behaviors, attitudes, and mindset to develop a strong culture.
- Maintain knowledge of trends and best practices in human resources, technology and employment law.

Working with the Resource Productivity and Recovery Authority

This is a permanent full-time role working Monday-Friday from 9:00am-5:00pm, with flexibility as needed. Our highly attractive total compensation plan includes a competitive salary (commensurate with experience), health benefits, a defined contribution pension, personal days and three weeks of vacation to start.

During COVID-19, we work remotely and support flexible work schedules. **Remote work is expected to be completed from a location within Ontario.** Upon our return to the office, we will continue to support flexible work schedules but depending on the job requirements you'll need to be able to commute to our office. We are conveniently located in North York on the Yonge subway line at Sheppard Avenue.

We are a small team operating in an entrepreneurial environment. We are looking for team players who know what all hands-on deck means, can hit the ground running, and are ready to make the job their own. You'll have plenty of opportunities for growth, development, and mentorship as you learn from our talented team. Our hope for you is that you'll be able to fine-tune your skills and move upward in our organization.

You will be a part of a collaborative team doing ground-breaking and meaningful work with a critical environmental and economic mission.

Qualifications

Education

- Post-secondary education in a related field
- Certified Human Resource Leader (CHRL) designation an asset.

Experience

- Over 10 years' generalist experience in Human Resources
- Over 2 years managing people

Personal Attributes

- A collaborative team player who is highly motivated and interested in working in a dynamic and changing environment
- Strong project management skills, exceptionally organized and detail oriented
- Demonstrated organizational skills with the ability to prioritize, multitask, and thrive in a climate of change
- Exemplary oral and written communication skills
- Strong interpersonal skills and demonstrated ability to work well in a small team and with colleagues; ready to collaborate and pitch in where required
- Written and oral fluency in French is an asset.

Target Salary Range: Commensurate with level of experience

How to Apply:

We strive to build a team that reflects the diversity of the community we work in and encourage applications from traditionally underrepresented groups such as women, visible minorities, Indigenous peoples, people identifying as LGBTQ2SI, veterans, and people with disabilities.

Please submit your CV and cover letter to:

Donna McGurk at Donna@altisrecruitment.com