

JOIN THE NBRHC TEAM!

EXTERNAL VACANCY

HUMAN RESOURCES
ONE (1) PERMANENT FULL TIME HUMAN RESOURCES BUSINESS PARTNER
NBRHC – NORTH BAY
FROM \$42.52/HOUR TO \$53.17/HOUR

The North Bay Regional Health Centre is seeking an experienced Business Partner. This is an exciting opportunity to play a key role in a high impact, large-scale transformation project within a dynamic and fast-paced organization. As part of the Labour Relations Team, you will provide strategic and consultative support to an assigned group of managers regarding issues impacting their units. You will provide advice and counsel regarding organization design/effectiveness, change management and performance management. You will provide strategic employee and labour relations advice and represent the employer at investigations, discipline cases, appeals and grievances.

QUALIFICATIONS

Certification/Experience/Knowledge:

- ☐ University Degree in Human Resources, Business or Public Administration or an equivalent combination of education and experience
- ☐ Three to five years recent labour relations experience in a unionized environment
- ☐ Working knowledge of applicable legislation that affects an organization from an employment perspective, such as, Employment Standards Act, Occupational Health and Safety Act, Common Law, Human Rights Code, etc.

Skills/Abilities:

- ☐ The ability to manage complexity, orchestrate complex changes, work effectively in a cross-functional environment through influence, and develop and execute a comprehensive human resources strategy that will build on the strengths of an engaged, motivated and dedicated team to deliver programs that make a significant impact in the lives of employees and patients.
- ☐ Demonstrated flexibility, organizational and time management skills in a high-pressure environment
- ☐ Superior conflict resolution and mediation skills
- ☐ Experience with collective agreement interpretation and best practices
- ☐ Experience with grievance procedure discussions/resolutions with internal and external stakeholders (Managers, Union Executives, External Counsel)
- ☐ Demonstrated ability to determine level of urgency, risk, and find opportunity for improvement
- ☐ Demonstrated ability to build trusting relationships and influence others to a course of action and resolution

- ☐ Excellent verbal and written communication and presentation skills with strong attention to detail
 - ☐ Proficient with MS Office Suite (Word, Excel, Power Point, Outlook)
 - ☐ Experience with Meditech an asset
 - ☐ Must demonstrate commitment to ensure safety, the safety of fellow workers, patients, volunteers, and visitors
 - ☐ Bilingualism (Advanced level English/French) is required. *All unilingual candidates are encouraged to apply and may be considered if the identified French requirement has been met or there are no successful bilingual candidates. A formal French test will be conducted to evaluate the proficiency level.*
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Criminal Reference Check including the Vulnerable Sector Check recent within six (6) months is a requirement

Interested candidates are asked to submit their cover letter and resume to:

careers@nbrhc.on.ca quoting file **NU HR-25-049**

The posting will remain open until the positions are filled.

Please note these postings are subject to change without notice. An acknowledgement will be sent only to those candidates who will be interviewed.

NBRHC is committed to achieving 100% compliance with its COVID-19 Vaccine Policy. As a result, please be advised that in order to be eligible for employment at the Health Centre, all new hires must be compliant with our COVID-19 Vaccination Policy and must be fully vaccinated prior to commencing employment. To be considered fully vaccinated, an individual must have received the full series of a COVID-19 vaccine or a combination of COVID-19 vaccines approved by the World Health Organization (e.g. two doses of a two-dose vaccine series or one dose of a single-dose vaccine series) and received the final dose of the COVID-19 vaccine at least 14 days ago.

The requirement that successful applicants be fully vaccinated is subject to any accommodation obligations pursuant to the Ontario Human Rights Code.

North Bay Regional Health Centre is committed to providing accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). If you require an accommodation for disability during any stage of the recruitment process, please indicate this in your application.

We are an equal opportunity employer. We thank all applicants for their interest.

THE ORGANIZATION

North Bay Regional Health Centre (NBRHC) is a unique health care organization with three primary roles: providing acute care services to North Bay and its surrounding communities, functioning as the district referral centre providing specialist services for smaller communities in the area, and it's the specialized mental health service provider serving all of northeast Ontario. At more than 400 beds, our state-of-the-art regional health centre has over 150 physicians, 2300 employees and 250 volunteers.

For more information about the NBRHC, visit www.nbrhc.on.ca

THE COMMUNITY

North Bay is located 3.5 hours north of Toronto, just north of the district of Muskoka, and 3.5 hours west of Ottawa. With a population of 54,000 and a catchment area of 180,000, it is a safe and welcoming community that offers a healthy and balanced environment for working, living and raising a family. North Bay is situated on the shores of two large lakes (Lake Nipissing and Trout Lake) and boasts beautiful scenery and four distinct seasons. Whatever your interests are, you will have access to numerous activities and amenities within minutes from your home—reclaim your work-life balance and join us!

To see more of beautiful North Bay and learn about our lifestyle, visit www.northbay.ca