

HUMAN RESOURCES SUPERVISOR

HR West is a small HR consulting firm helping clients throughout British Columbia and Western Canada. We are assisting the Red Chris mine, an Imperial Metals subsidiary, find an energetic and experienced Human Resources Supervisor to join the team. The ideal candidate will support the new leadership team in delivering on their vision of success: a productive operational plan rooted in the core values of people, safety, and the environment. Fundamental to this approach is engaging and empowering the workforce and local community to collaborate in driving sustained success and operational improvements. This is an ideal opportunity for someone looking to establish a track record of leading HR continuous improvement initiatives within a high-performance team environment.

Red Chris Mine

The Red Chris mine is located 80 km south of Dease Lake, BC, in Tahltan traditional territory. Employees work and stay in camp during their shift rotation, with transportation provided from several designated flight marshalling points within BC. The mine is an important driver of economic growth and social prosperity in the region, and is committed to responsible, sustainable resource development. The mine operation is proactive and progressive in providing safety training and education and a safe working environment for all employees. The Red Chris mine engages in open and direct dialogue with all regulatory agencies, local communities and continues to build and foster strong, mutually-beneficial relationships with the Tahltan Nation based on active training, employment, consultation, communication and cooperation.

Key Responsibilities

This is a hands-on position assisting the on-site professional leadership team with all aspects of human resources from building a positive mine culture to developing and implementing recruitment strategies, employee onboarding, development, engagement and proactive employee relations. This position is also part of a core team partnering with the local community. This is a perfect position for someone passionate about leading all site HR functions, inspiring personal and community growth, and contributing to mine organizational effectiveness.

- Collaborate with business leadership to develop initiatives and tactics to meet business objectives
- Establish strategies to select, develop, engage and retain diverse talent
- Resolve conflicts and provides coaching and counseling on human resources matters
- Ensure compliance with key government legislative requirements and adherence to human resources policies and procedures
- Enhance HR administration processes to create excellence and clear documentation
- Communication across all departments and employees about key initiatives and metrics
- Communicate and consult on all areas of human resources
- Manage, coach and mentor other site HR team members

POSTING DATE: December 9, 2018

CLOSING DATE: December 30, 2018

Qualifications and Attributes

- 7+ years of generalist HR experience in a fast paced environment
- Demonstrate exceptional communication and problem solving skills
- Ability to relate comfortably with people across all levels of an organization and interact effectively with all types of individuals
- Experience with streamlining HR systems and processes
- Post-secondary degree or diploma preferably in Human Resources or Business.
- CPHR designation is preferred
- Preference to those with experience in northern locations, and/or working with local communities.

Red Chris Offers:

- A mining camp where employees live during their days of work.
- Transportation to and from site is provided from designated marshaling points around British Columbia.
- All meals and accommodation (including satellite TV, wifi) are also provided to all employees while in camp.
- A Games Room (pool tables, dart boards, card tables) and a full gym
- A competitive wage and full benefits package

If you are a passionate person looking for a challenging and rewarding career opportunity with a local BC organization please submit your resume and cover letter by email to redchrishr@hrwest.ca

We appreciate your interest in working for Red Chris but only applicants selected for an interview will be contacted.

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