South West **LHIN**

The South West Local Health Integration Network (LHIN) is one of 14 local organizations in Ontario that plan, coordinate and fund local health services, including hospitals, home and community care, long-term care homes, community health centres (CHCs), community support service agencies and mental health and addictions agencies. The South West LHIN is committed to health improvement, innovation, and the establishment of collaborative partnerships to improve population health, experience and value for money across the health care system. .

DIRECTOR, HUMAN RESOURCES

The Opportunity

The South West LHIN is seeking an accomplished Human Resources leader to the role of Director, Human Resources. As a member of the leadership team, the Director, Human Resources is responsible for the planning, delivery and evaluation of labour and employee relations, recruitment, staffing, scheduling, job evaluation, pay equity, occupational health and wellness, and benefits. The Director of Human Resources works as a strategic partner with internal stakeholders to develop proactive staffing plans to ensure the organization is able to achieve its objectives. This individual works collaboratively with provincial HR groups to ensure the South West LHIN is current with best practices in HR. This Director is responsible for managing the Human Resources Department and ensuring processes are in place for the efficient and effective delivery of HR services. This individual ensures that the Human Resources department and the South West LHIN is in compliance with all applicable federal and provincial legislation.

What Can I Expect to Do?

- Lead, plan, direct and deliver HR programs with a strong customer service and business partner approach, including: labour and employee relations, performance management, recruitment and staffing, compensation, pay equity, pension and benefits, health and safety, disability management, HRIS, and the switchboard/reception and scheduling functions for the organization.
- Provide expert and strategic advice, influencing directors and managers at all levels regarding HR program requirements and on sensitive and controversial issues.
- Champion HR best practices. Develops and implements supporting policies, practices and systems that comply with relevant legislation.
- Set standards and outcome expectations for HR service delivery and identifies, prioritizes and allocates available resources; reviews and evaluates programs and service delivery and makes recommendations for improvement to ensure maximum effectiveness and efficiency.
- Lead the development of the South West LHIN collective bargaining strategy and manages the labour relations portfolio, negotiations, maintenance and proactive administration of the collective agreements.
- Supervise external service providers and ensures appropriate administrative and service requirements are met.
- Responsible for the Health and Safety strategies for the organization to provide a proactive health and safety program and ensure compliance with legislation.
- Provide leadership and oversight to staff, including work delegation, coaching, performance management and goal setting.
- Partner with other leaders and staff to cooperate across functions to deliver and align projects, initiatives or services.
- Participate in and contributes to provincial inter-LHIN planning and engagement activities, as required.

- Support the development of a culture within the LHIN that reflects the LHIN's role in achieving improved patient experience, health outcomes and value for money while driving health system improvement, integration and coordination across the South West LHIN and delivering high quality home and community care that meets the needs of clients and families.

How do I qualify?

Education:

- Post Graduate Degree in Labour Relations, Healthcare or Business Administration and/or equivalent education and experience.
- Must have CHRL designation.

Experience:

- Minimum 7-10 years of leadership experience in Human Resources/Labour Relations in a unionized environment.
- In-depth knowledge of legislation related to HR and Labour Relations and good understanding of labour relations issues across the healthcare sector.
- Knowledge of best practices used in a variety of HR functions including: collective bargaining, labour relations, pay and benefits administration, and health and safety.
- Knowledge of systems, resources, tools and channels used in payroll and HR information management.
- Knowledge of Ontario health system and trends within and across sectors.
- In-depth development knowledge of local health issues, priorities and needs, while recognizing the broader trends in health care policy and system development.

Technical Skills:

- Knowledge of HR tools and systems available to support HR reporting and employee information
- Proficient with PC based hardware/software and inter/intranets.
- Comprehensive knowledge of Microsoft Office

Should you be interested in this exciting opportunity, please forward a letter conveying your expression of interest and resume/CV via email to southwestlhinjobs@lhins.on.ca or by fax to 519-672-6562 by April 14, 2017. Please indicate in cover letter or e-mail subject line the position the application is for.

Compensation includes competitive salary, benefits and pension plan.

For further information on the South West LHIN or to access French version of this posting Please visit: http://www.southwestlhin.on.ca

The LHIN is an equal opportunity employer and all applicants are welcome. We thank all candidates for their interest, however, only those selected for an interview will be contacted. Individuals with a disability requiring accommodation during the application and/or the interview process should advise the recruitment contact so arrangements can be made.