



Director of Human Resources

At GSL, we work with the goal of bringing people together and connecting communities by delivering innovation that inspires athletes, teams, artist and fans. The GSL Group is composed multiple divisions across British Columbia with over 200 full time and over 1,000 part-time people working together towards a common community goal and purpose of bringing people together and creating social engagement which we believe will create better wellbeing in the communities we have influence.

We are looking for our first Director of Human Resources to join our team, and build infrastructure from scratch. If you are someone who is not a traditional HR person, this role will be perfect for you. We are looking for someone who can be strategic but is also able to break down the strategy into executable results across the full HR spectrum (talent management, acquisition, operations and strategy). You will be a key strategic partner to the senior and executive team, who will shape the HR operations for GSL across all division. To be successful in this role, you will need to be a thoughtful leader with a collaborative and influential leadership style. You should strive for continuous improvement and are comfortable with ambiguity.

WHAT YOU'LL BE DOING

- Promote engagement and a culture of innovation and continuous growth and development
- Work with the leadership team set the HR strategy and scope
- Direct and evolve GSL's HR programs spanning across all divisions and the entire employee life cycle
- Provide leadership and coaching to senior leaders to help them with their organization's talent priorities
- Facilitate leadership development through coaching, and developing training programs
- Work with corporate leaders on: employee relations, compensation, structure, organizational design, change management, employee communications, and performance management
- Develop, align and execute people strategies that increase employee engagement while decreasing regrettable attrition; identify engagement drivers and work with leaders, managers and employees to own and drive their action plans
- Design and execute strategies to increase organization, team and individual performance to improve the business's capabilities to deliver against its goals
- Identify and analyze trends in the workplace. Develop thoughtful business assessments and employee engagement solutions for increased morale, team work, productivity and inclusion
- Change management that facilitates critical transformations that are sustainable over time
- Roll up your sleeves and contribute to the team effort when needed for ad hoc projects
- Assess organizational performance systemically, defining talent gaps and proposing HR solutions that support client business objectives
- Develop and execute a lifecycle approach to talent management focused on forecasting, staffing, on-boarding, development, performance management, career / succession planning, talent movement and retention, leveraging workforce analytics and insights
- Be an authentic thought partner with confidence and courage to push boundaries
- Develop and evolve compensation strategy, guidelines and budget
- Develop, roll out and administer a corporate goal setting framework
- Develop. implement and advise on HR policies and procedures and ensure compliance with employment laws
- We believe that employee wellness is important for sustained performance. Be the person who helps us evolve our wellness plan to ensure greater health for our employees and their families

OUR IDEAL CANDIDATE WILL

- Be a role model for our cultural values
- Be passionate and inspirational with direct experience building and leading teams
- Have broad HR experience preferably in scaling ambiguous environment where developing solutions was more important than implementing policy
- Have experience with successful change management
- A willingness to quickly shift from strategic and tactical as needed
- Be a self-starter and creative problem solver
- Support others to achieve their best selves
- Thrive in a diverse and entrepreneurial/start-up-like environment
- Have humility and a sense of humour
- Have experience driving complex org design, talent and change strategies to effectively align the organization and talent to deliver on new business objectives
- Have a broad business and financial understand and the ability to apply them to HR implications.
- Have solid knowledge of legal compliance of applicable human resource federal and provincial requirements and labor legislation and payroll processes
- Be able to quickly build trusting relationship with team members and leadership across multiple disciplines
- Have experience with supporting senior executives with the ability to influence them and demonstrate executive presence
- Bachelors degree in Business, Human Resources, Psychology or a related discipline required
- 8+ years of progressive experience in all aspects of Human Resources, or other highly relevant experience

Uniquely positioned at the center of an exciting, diversified company, the forward-thinkers at GSL Group constantly pursue new ideas and innovation to change for the better how things are done. We believe this is an exciting opportunity for a Director HR who will be at the intersection of Human Resources and our Business Leaders and can help shape the employee experience, ensures the company's talent grows in meaningful ways, and making business leaders and HR as successful as possible.