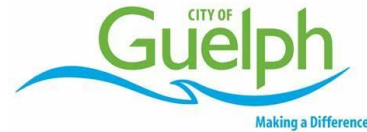


General Manager, Human Resources

City of Guelph

Location: Guelph, ON.



The City of Guelph is a vibrant community of over 140,000 people situated in the heart of southern Ontario, just 100 kilometers west of Toronto. With a rich history dating back to the 1820s, Guelph is an inclusive, connected, and prosperous city where over 2,000 staff work together to deliver responsible, responsive and professional public service to Guelph's growing and diverse community.

The City of Guelph is seeking its next **General Manager, Human Resources**.

The General Manager, Human Resources plays a key strategic role in overseeing the development of programs, policies and practices to support the City's Future Guelph: Strategic Plan objective to be an employer of choice. This role oversees a full range of human resource (HR) programs and services in the areas of talent acquisition, employee and labour relations, compensation, payroll and benefits, organizational development, health, safety and wellness, HR systems, performance management, workplace diversity, equity, and inclusion. The General Manager, Human Resources, reporting to the Deputy Chief Administrative Officer, Corporate Services (Deputy CAO), will also be expected to engage and work collaboratively with other leaders in the organization to review and implement strategic organizational projects and programs with a people-first focus.

As an ideal candidate, you have extensive senior leadership experience in a large, unionized environment. You have successfully guided senior leadership on strategic organizational initiatives and diverse HR practices, fostering highly engaged and innovative teams dedicated to achieving business objectives through collaboration, continuous improvement, and technology. Your expertise includes comprehensive knowledge of relevant legislation and socio-cultural trends, ensuring effective organizational development and a supportive, inclusive workplace. With demonstrated leadership in municipal or public sectors, you possess strong political acumen, professionalism, and a commitment to confidentiality. Your skill set encompasses exceptional interpersonal, conflict resolution, mediation, and negotiation abilities, alongside a customer-focused service approach. Moreover, you excel in budget management, performance achievement, problem-solving under pressure, and effective communication with diverse stakeholders, emphasizing trust, dialogue, and inclusivity. Your capacity to initiate and implement progressive HR policies and programs, coupled with a professional HR designation, further enhances your candidacy. Finally, you possess a university degree in Business, Human Resources, Industrial Relations, or a related field.

For a more detailed job description, click the following link: [General Manager - Human Resources in Guelph, Ontario](#)

Be part of the Guelph story and join a skilled and dedicated municipal workforce working together to deliver responsible and responsive public service to Guelph's growing and diverse community. To explore this opportunity please apply with your resume and covering letter to: boyden.thriveapp.ly/job/2552. For more information, please contact rrankin@boyden.com and **state the title of the position in the subject line of your e-mail**. Please note that the application deadline is **end of day on Monday, February 3rd**.

The City of Guelph is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive workplace where employees feel welcome, valued and engaged. Our employment policies strictly prohibit all forms of discrimination on any of the grounds in relevant laws. All employment practices are solely based on individual merit, qualifications, and organization's needs at the time. In keeping with the Ontario Human Rights Code and the Accessibility for Ontarians with



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Disabilities Act, we are committed to working with and providing reasonable accommodation for qualified individuals in our job application procedures. If you need an accommodation in order to participate in the hiring process, you may contact us to make your needs known in advance.

We thank all applicants for their interest, however only those under serious consideration for the General Manager, Human Resources role will be contacted.