

Human Resources Manager – Mississauga, ON

About CanCrete:

CanCrete Equipment Ltd. headquartered in Mississauga, is a leading supplier of parts and equipment for Canada's concrete pumping market. We offer solutions to the concrete industry, be it through new equipment, used equipment, rentals, parts, service, or simply providing advice when needed.

The Role:

CanCrete Equipment is looking for a Human Resource Manager to contribute to the success of a growing company by providing leadership and administration support in various areas of HR for multiple locations throughout Ontario, BC & Quebec.

Key Responsibilities:

- Responsible for management of HR team and overall Human Resource function, ensuring monthly/annual business results/KPI's are met
- Provides leadership and effective administration in all areas of HR including recruitment, employee retention, health and safety, salary and performance review, training/coaching and development, payroll and benefits, policy development and legislation awareness
- Provides guidance/mentoring and assistance to the leadership team
- Establishing strong working relationships
- Responsible for investigating and resolving issues such as employee complaints, labour and employee relations issues and workplace accidents
- Involved in full cycle recruitment: job posting/review, screening, interviewing, hiring
- Analyzes trends in compensation and benefits; researches and proposes competitive base and incentive pay programs to ensure the organization attracts and retains employees
- Plan, develop and implement improvements/initiatives within the company driving employee engagement
- Health and safety policy owner; ensuring workers are adequately trained and policies are up-to-date
- Ensure employment practices/policies are followed and up-to-date in compliance with provincial/federal legislation
- Travel may be required

Qualifications:

- Post Secondary education in Human Resources or related field
- Minimum 5 years Human Resource experience with 2-3 years in a managerial capacity
- Advanced proficiency in Microsoft Office (Outlook, Word, Access, Excel and PowerPoint) and other relevant applications

- Demonstrates strong interpersonal skills with excellent oral/written communication
- Strong understanding of employment legislation and HR best practices
- Thorough understanding of occupational health and safety regulations, hazards, and safe work practices
- CHRP/CHRL designation an asset
- Able to exhibit a high level of confidentiality, professionalism, trust and respect
- Organized, detail oriented and results focused
- A critical thinker with excellent conflict resolution and problem-solving skills

What We Offer:

- Competitive salary
- Company sponsored pension matching program
- Complete benefits package
- Annual bonuses
- Lunches, BBQs, and gift cards
- Great career advancement opportunities
- A seat at the decision-making table for a high growth company and ability to make a difference in the direction of CanCrete

CanCrete is committed to an inclusive workplace that values and promotes diversity. We believe that our workplace should reflect the communities we serve, and we strive to build and nurture a culture where employees feel empowered and valued.