

Human Resources Business Partners



RETHINKING HYDROPOWER



THE COMPANY

Litostroj Hydro Inc., a fast-growing subsidiary 100% owned by Wikov Groupe, is a key player in the field of hydropower. Our work is characterized by a unique way of doing things that focuses on simplicity and efficiency. Relationships with the various stakeholders are at the heart of our projects and it is with passion and authenticity that we work to achieve our objectives. In the day-to-day operations, Litostroj Hydro Inc. works closely with a multitude of partners located across Canada, the United States and Europe.

ROLE SUMMARY

Under the responsibility of the General Manager, and in line with the mission, values and objectives of the company, the HR Business Partner acts as a strategic advisor to the managers. He/she's responsible for translating business issues into concrete and effective HR strategies, thus contributing to the growth and mobilization of teams.

KEY RESPONSIBILITIES

Strategic advice and support for managers

- Act as an HR advisor to management and managers to support them in the management of their teams.
- Ensure workforce planning that is tailored to project needs and business growth.
- Offer support in change management and employee mobilization.

Organizational Development and Talent Management

- Implement skills development programs to support the development and career management of our employees.
- Structure and optimize performance evaluations, in line with the organization's objectives.
- Identify opportunities for continuing education and professional development.

Talent acquisition and retention

- Define strategies to attract and recruit key talent, in line with the reality of the market.
- Improve the employee experience by focusing on the integration, recognition and retention of talent.
- Deploy initiatives that promote a balance between performance and well-being at work.

Labour Relations and HR Issues Management

- Advise managers on the application of HR policies and compliance with labour laws.
- Support conflict resolution and foster a respectful and collaborative work environment.
- Act as a point of contact for issues related to working conditions and compensation.

Culture and Organizational Transformation

- Contribute to building and strengthening an organizational culture aligned with the company's values.
- Encourage humane and efficient project management by taking into account the realities on

the ground.

- Supporting the organization in its evolution by implementing agile and adapted HR practices.

CANDIDATE PROFILE

- Hold a bachelor's degree in human resources management or any other relevant training.
- Be a member of the Ordre des conseillers en ressources humaines du Québec (an asset).
- 5 to 10 years of experience in a generalist role in human resources management.
- Experience in strategic planning and organizational development.
- Be bilingual (French and English), both orally and in writing.
- **Leadership** : Ability to mobilize and positively influence teams and managers.
- **Communication** : Excellent interpersonal skills and a talent for building trusting relationships.
- **Results orientation** : Strong ability to align HR strategies with business objectives.
- **Project management** : Autonomy, organization and ability to manage several complex files simultaneously.
- **Agility and adaptability** : Ability to evolve in a changing environment and meet the changing needs of the organization.
- **Creativity** : Innovative spirit to propose solutions adapted to organizational challenges.