



Vice President, Human Resources, Marine Atlantic

“An essential, progressive transportation system that people trust to deliver.”

Marine Atlantic's mission is to provide a safe, environmentally responsible, and quality ferry service between the Island of Newfoundland and the Province of Nova Scotia in a reliable, courteous, and cost-effective manner. The Corporation provides ferry services on two routes. The first is a year-round, 96 nautical mile daily ferry service between Port aux Basques, Newfoundland and Labrador and North Sydney, Nova Scotia. The second, offered from mid-June until late September, is a 280 nautical mile tri-weekly ferry service between Argentia, Newfoundland and Labrador and North Sydney, Nova Scotia. Marine Atlantic is a Federal Crown Corporation that reports to Parliament through the Minister of Transport.

Reporting to the President and CEO and based in either North Sydney, Nova Scotia or Port Aux Basques, Newfoundland and Labrador, the **Vice-President of Human Resources** is a member of the Executive Team and is accountable for the overall effectiveness of the Human Resources division. This includes setting the vision for the department, developing key objectives, and monitoring performance for the Human Resource team. This is a core leadership role with a strong focus on employee engagement, succession planning, recruitment, training and development, diversity and inclusion, occupational health and wellness and labour relations.

As the ideal candidate, you are a seasoned human Resource leader with significant (10+ years) experience in a senior HR position within a major public and/or private corporation. You hold a degree from a recognized university in a relevant field of study (i.e. human resources, business, or labour relations) or a combination of equivalent education, job-related training, and work experience in a related position. A CHRP in good standing is preferred. A graduate degree (MBA) is considered an asset.

You are an adaptable and dynamic leader with a reputation for fostering a work environment characterized by respect, collaboration, inclusivity, and productivity at all levels. You have demonstrated your ability to ensure an organization has strong retention and succession plans in place and is appropriately staffed with the right people in the right places. You are a master of negotiations and able to navigate labour relations matters with tact, strategy, and positive outcomes. You are skilled at leading organizational change in a manner that fosters collaboration among organizational stakeholders and achieves the strategic objectives of your organization. You possess superior communication skills, both written and oral, as well as the ability to act as a spokesperson for the corporation to stakeholders, media, public institutions, governments, and other organizations.

Marine Atlantic invites applications from all qualified candidates and hires based on merit. We are committed to the principles of equitable employment for all and strongly encourage applications from Women, Indigenous People, Persons with Disabilities, Visible Minorities, and persons of any sexual orientation or gender identity and expression. If you are a member of one of these groups, we invite you to self-identify on your application, cover letter, or resume.

Salary: \$139,000 to \$160,000 plus a performance incentive.

If you are interested in this opportunity please contact Sandra McIsaac or Beverley Evans by telephone at 1.866.822.6022 or submit your application online at: www.kbrs.ca/career/13653.