

CAREER OPPORTUNITY

HR BUSINESS PARTNER/CORPORATE SERVICES MANAGER



RAM is a technical consultancy providing Project Management, Construction Management, Engineering and Advisory services across Canada. RAM is seeking an experienced and results-driven Senior HR Business Partner to align our HR initiatives and functions with business objectives and business needs. This is a 10-month maternity leave contract that will also include general management of corporate services staff.

More About This Role

Duties for the HR Business Partner will include:

- Aligning staff to business objectives and developing the HR agenda
- Developing and updating HR strategies, policies, and practices.
- Overseeing and enhancing recruitment efforts to attract and hire the right talent.
- Improving and monitoring employee productivity to enhance staff performance.
- Evaluating staffing needs and managing and allocating HR funds.
- Structuring compensation and benefit packages.
- Supporting employee development and designing succession plans.

Our Core Values are:

1. Integrity
2. Innovation
3. Fun
4. Safety
5. Sustainability

- Planning and executing strategic HR initiatives including health and wellness programs.
- Managing HR Consultants, internships, and all corporate services administrative staff.
- Running orientation and onboarding processes.
- Communicating role expectations.
- Engaging with department leads.

Your experience in human resources management will aid our organization by:

- Adding value to overall business objectives.
- Providing HR solutions and promoting best HR Practices.
- Retaining a talented workforce and ensuring compliance with regulations.
- Enhancing staff morale and the relationships between staff and employers.
- Resolving personnel grievances.
- Contributing to attaining business goals.

Ideal Candidate Requirements

- Degree in Human Resources Management or equivalent.
- 7 to 10 years of experience in HR function.
- Strong leadership and interpersonal skills.
- Effective verbal and written communication and presentation skills.
- Demonstrated analytical skills and problem-solving skills.
- Meticulous attention to details and highly organized.
- Proactive nature.

Why You Should Join RAM

- Tuition Reimbursement and Career Planning
- 100% Health Coverage including Extended Health Benefits
- RAM Intramural teams
- Office Social Hours
- Business Casual Environment
- Quarterly Office Events
- Office Potlucks
- Community Involvement Days
- Quarterly Goal Setting

- Annual Performance and Salary Reviews

For three consecutive years, RAM has made Canadian Business and Maclean's Growth 500 ranking of Canada's Fastest-Growing Companies. Ranking Canada's Fastest-Growing Companies by five-year revenue growth, the Growth 500 profiles the country's most successful growing businesses.

 Interested?

We encourage applications from all qualified individuals. If this opportunity sounds like the next step in your professional career, please send your resume in confidence to careers@ramconsulting.com. RAM is committed to employment equity and hires based on merit.

We wish to thank all applicants for their interest and effort in applying for the position; however, only candidates selected for interviews will be contacted.

