



Human Resources Consultant

Grey Power Insurance Brokers (a member company of ING Canada) is a leading provider of automobile and property insurance to individuals 50 or over. Our insurance products are underwritten by Trafalgar Insurance Company of Canada. We are a fast-paced organization experiencing dynamic growth and change. We currently have an immediate opening for a *Human Resources Consultant* working from our New Office Location near Hwy 404 / Finch Ave.

Position Summary:

Reporting to the President, this role provides a wide range of HR services to a fast-paced and growing organization. Through the development of strong partnerships with management, you will provide support and guidance on matters pertaining to employee relations, change management, workforce planning, performance and disability management, conflict resolution, compensation, benefits, training and development, and respect in the workplace. In addition to the consulting responsibilities, you will be expected to lead and/or participate on critical projects. This position also oversees the talent acquisition process and provides ongoing coaching to the Recruiter/HR Coordinator reporting to him/her.

Key Responsibilities:

- Contribute to the business performance by providing strategic consulting on people strategies, organizational effectiveness and other human capital or business initiatives.
- Provide thought leadership and consulting support to management on matters of goal setting, policy development and strategic implementation in support of achieving corporate objectives and business growth, as well as on the human capital strategies necessary to achieve business goals and objectives.
- Conduct in-depth analysis of current and future needs of the organization and develop strategies and plans to meet those needs. Provide managers with human capital management information and provide analysis of trends and issues.
- Act as a change agent to the business, design processes and approaches to prepare the organization for both ongoing change and transformation as well as significant change associated with organic growth.
- Identify work environment strategies to increase productivity, employee performance and employee satisfaction and design metrics to rank effectiveness of these initiatives. Implement short and long-range strategic plans to continually improve organizational effectiveness.
- Develop strategies for effective recruitment, selection and retention of employees. Maximize compensation, reward and recognition programs.

Qualifications:

- University degree in Human Resources Management or Industrial Relations
- CHRP with 5-8 years of Human Resources experience in a call centre environment
- Proven experience and depth with talent management and talent development
- Experience in leading organizations through change management
- High energy, results-oriented and resourceful leader who establishes themselves as a credible strategic business partner.

- Strong business acumen, project management skills and results orientation.
- Highly effective communicator with the ability to clearly and concisely articulate ideas, concepts and proposals.
- Demonstrated ability to provide practical, solution driven initiatives and human resource processes that are perceived as quickly adding value to the business.
- Knowledge of organizational development techniques and performance management.

**Apply by emailing your resume and covering letter to: recruitment@greypower.com
Please quote "Human Resources Consultant" in subject line.**

We thank all participants for their application and interest in Grey Power; however, only those selected for an interview will be contacted.