

Director of Human Resources  
World Energy GH2  
St. John's, NL  
Reference #NH-16622



World Energy GH2, an affiliate of World Energy, will harness Newfoundland and Labrador's wind energy to develop the fuel of the future. World Energy GH2's Project Nujio'qonik aims to be Canada's first commercial green hydrogen/ammonia producer created from 3+ Gigawatts of wind energy in one of the world's best wind resource regions.

As World Energy GH2 focuses on completing environmental studies, advancing this new industry in Atlantic Canada, and contributing to climate change mitigation on a large scale, an outstanding team is required to support and develop this innovative project.

Meridia Recruitment is proud to partner with World Energy GH2 in seeking a Director of Human Resources. This is an exciting opportunity to help shape the organization and culture from the ground up, and create a lasting impact with one of the most exciting renewable energy projects in the world.

Reporting to the Chief Executive Officer (CEO), the Director of HR will provide executive-level leadership and guidance to all human resources operations. A self-driven leader, with a high degree of empathy and compassion, the Director of HR will be responsible for setting and evaluating human resources policies, procedures, and best practices, as well as identifying and implementing long-term strategic talent management goals for the company.

#### Responsibilities:

- Oversee, manage and implement all operations of the HR department.
- Collaborate with executive leadership to define long-term strategic goals for the HR department; identify and implement ways to support these goals through talent management.
- Identify key performance indicators for human resource and talent management functions; assess the company's success and market competitiveness based on these metrics.
- Manage all activities and processes in the company's Human Resource Information System (HRIS); drive company-wide adoption and utilization of the HRIS including new features/integrations as they become available.
- Research, develop, and implement competitive and progressive compensation, benefits, performance assessments, professional development and employee incentive programs.
- Ensure policy, legal and operational compliance with employment, benefits, insurance, safety, and other laws, regulations, and requirements.
- Perform global talent searches for target candidate profiles.
- Manage and assist departments with recruitment and selection efforts.
- Manage and implement employee orientation/onboarding and training process, procedures and documentation.
- Plan, monitor and support HR activities by hearing and resolving employee issues, training managers to coach employees, and counseling employees and supervisors.

- Research, develop, and implement diversity and inclusion initiatives and processes that establish the organization as an equal opportunity employer.
- Maintain management guidelines by preparing, updating, and recommending human resource policies and procedures on a regular basis.
- Willing to take initiative and take on new responsibilities as the company continues to grow.

The ideal candidate should have the following skills and requirements:

- Bachelor's degree in Human Resources, Business Administration, or related field required; Masters degree highly preferred.
- 10+ years of human resource management experience would be an asset, with strategic, talent management, and/or business development experience highly preferred; CPHR strongly preferred.
- An engaging team player able to work in a dynamic environment and able to maintain professional and productive relationships with internal colleagues and external collaborators.
- In-depth knowledge of local and international HR processes, employment legislation, and legal regulations.
- Understanding of, and experience with, employer branding and recruitment marketing strategies.
- Working knowledge of human resource information systems HRIS (e.g., BambooHR).
- Proficient with Microsoft Office 365 and other online tools.
- Excellent verbal and written communication skills; aptitude in public speaking.
- Excellent interpersonal and conflict resolution skills.
- Excellent organizational skills and attention to detail.
- Strong analytical, critical thinking and problem-solving skills.
- Strong supervisory and leadership skills.
- Strong project management skills and experience.

To express interest in this exciting career opportunity, please submit your resume in confidence at <https://meridiarecruitment.ca/Career/16622>. For more information, contact Natalie Hand at 709-722-6925. If you require accommodation to participate in the recruitment process, please let us know.

***Meridia Recruitment connects leading organizations with top talent by building strong relationships and creating ideal matches with candidates because we are only successful when you are. We appreciate your interest in this opportunity.***

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