



POSITION DESCRIPTION

JOB TITLE: Human Resources (HR) Director

DEPARTMENT: Human Resources

REPORTING TO: Chief Human Resources Officer

SUMMARY

Our experienced Human Resources Director leverages their expertise as a business partner and driver for change within a growing and dynamic company. We are a passionate team who are working together to change the way the world eats with our amazing plant-based food products. Our unique culture is our special sauce that makes it so meaningful to be a Daiyan!

Due to our impressive growth, we are now adding an HR Director to support our HR team and business. Our HR Director will be responsible for working with the Chief Human Resources Officer (CHRO) to lead the areas of recruiting and retention, change management, and HR program implementation. This role leads our HR team of 5 and is based out of our offices in Vancouver, BC.

DUTIES AND RESPONSIBILITIES

- Partners with the CHRO and HR team to develop and build strategies that focus on meeting strategic business objectives and accelerating results while supporting and strengthening our Core Values.
- Provides leadership in the development of recruitment and retention plans to support the business strategy.
- Provides support and guidance to the HR team in bringing a people perspective to the business activities of the organization.
- Develops organization strategies by identifying and researching human resources issues; contributing information, analysis, and recommendations to organization strategic thinking and direction; establishing human resources objectives in line with organizational objectives.
- Shares expertise and guidance with all departments for a number of human resources areas including employee relations, performance management, and HR program delivery.
- Ensures best in class recruiting and onboarding programs meet our business needs and are continually evaluated and revised to meet market conditions.
- Leads and manages a team of professionals to ensure HR services are effectively meeting the needs of each functional team.
- Facilitates and drives organizational change initiatives by working with the operational leadership teams to meet organizational goals.
- Provides ongoing consultation, coaching, and mentoring to team members, leaders and HR team members.
- Guides management and team member actions by researching, developing, and updating policies, procedures, methods, and guidelines for our Culture Handbook by communicating and supporting our Core Values.
- Reports on key HR dashboard metrics for the company.
- Oversees the management of team member relationships, health and safety programs, employee benefits, and general human resource needs across the organization.
- Lead initiatives for creating efficient HR system updates and implementations, bringing forward best practices.
- Accomplishes special projects by identifying and clarifying issues and priorities; communicating and coordinating requirements; expediting fulfillment; evaluating milestone accomplishments; evaluating optional courses of action; changing assumptions and direction.
- Manages cross-functional collaboration/partnerships with various departments, acting as a business partner to support our best solutions.
- May perform other related duties as assigned.

EDUCATION, SKILLS & EXPERIENCE:

- Experience as a strategic HR Leader within a fast-growing environment, combined with 8-10 years of experience in Human Resources.
- Completion of a degree in Human Resources Management, or equivalent; CPHR an asset.
- Proven experience in partnering with senior executives within an organization, influencing strategy at the leadership level that results in a measured increase in business performance.
- Strong leadership, coaching, facilitation, conflict resolution and relationship management skills.
- Previous experience managing a professional HR team including coaching, developing, and leading to support the growth of all team members.
- Strong knowledge of applicable employment and human rights legislation.
- Demonstrated conceptual, analytical, and problem-solving skills.
- Excellent interpersonal, communication and presentation skills.
- Understanding of change management methodologies.
- Excellent organizational and planning skills and the ability to juggle multiple priorities.
- Must possess tact, diplomacy and the ability to maintain confidentiality.
- Excellent customer service focus and a true team player.

HOW TO APPLY

Please submit your application to hr@daiyafoods.com with “**HR Director**” on the subject line.