

Position Profile

Director, People Services and Operations

Reports to: Vice President, People, Safety, Health and Environment

Date: March 2025

About Manitoba Hydro

A provincial Crown Corporation, Manitoba Hydro is one of the largest electricity and natural gas distribution utilities in Canada and a leader in the generation, transmission and distribution of clean, renewable hydroelectricity and the distribution of reliable, affordable natural gas. Manitoba Hydro is a key driver of Manitoba's economy and its performance impacts all Manitobans.

In addition to providing electricity and natural gas to customers across Manitoba, Manitoba Hydro exports electricity in three wholesale markets in Canada and the mid-western United States. Nearly all the electricity Manitoba Hydro produces each year is renewable hydro power, generated using the province's abundant water resources. It generates electricity at 15 hydroelectric generating stations primarily on the Winnipeg, Saskatchewan and Nelson rivers.

As a provincial Crown Corporation, Manitoba Hydro remains committed to its role as a public utility, serving the needs of citizens and playing a crucial role within the Manitoba community. While ensuring its position as a trusted institution, Manitoba Hydro will continue to prioritize public ownership and management of energy generation and transmission resources.

About The Position

Reporting to the Vice President, People, Safety, Health and Environment and as a key member of the leadership team, the Director, People Services and Operations will be responsible for developing and integrating strategic HR programs and systems and overseeing the functions of the following departments - Employee & Labour Relations, Total Rewards, Employee Experience Services, and Occupational Health & Disability Management. The successful candidate will be a results driven and relationship-focused people leader who brings creativity, innovation, enthusiasm and a sense of urgency to the role. This is a role for a candidate who is inspired by building new systems and bringing new ways of working as a strategic partner to the rest of the enterprise.

energy for life

KEY LEADERSHIP ACCOUNTABILITIES

1. COLLECTIVE BARGAINING STRATEGY AND NEGOTIATION

- Enhance the current Collective Bargaining Strategy and Framework.
- Successfully negotiate new collective agreements with Manitoba Hydro's valued Associations and Unions, fostering positive labor relations.

2. TOTAL REWARDS PHILOSOPHY AND STRATEGY DEVELOPMENT

- Develop and implement Manitoba Hydro's Total Rewards Philosophy and Strategy, including establishing guiding principles and creating a prioritized roadmap for future programming and policies.
- Facilitate the delivery of the Total Rewards Strategy, ensuring alignment with organizational goals and employee needs.

3. EMPLOYEE SERVICES, RELATIONS AND ENGAGEMENT

- Oversee the team responsible for delivering high-quality service to employee inquiries, ensuring timely and accurate management of employee master data and payroll, and delivering strategic data analysis and reporting to support decision-making.
- Strengthen relationships with all employee groups and their leadership through focused Employee Experience engagements.
- Work collaboratively with the enterprise and within the Business Unit to create excellent employee experiences.
- Integrate all human resource programming to ensure a cohesive and supportive work environment.

4. OCCUPATIONAL HEALTH, DISABILITY MANAGEMENT, SAFETY AND WELLNESS

- Lead the areas responsible for occupational health, disability management, and wellness programs.
- Ensure positive employee outcomes through effective management and support of these areas.
- Proactively engage in understanding safety performance and culture, identifying key drivers.
- Positively influence overall safety performance and culture through targeted initiatives and programs.

5. LEADERSHIP AND SUPPORT

- Guide the divisional team to provide support to front-line and middle leaders.
- Ensure fair and balanced outcomes for employees, promoting a positive work environment.
- Promote a culture of continuous evaluation and process improvement.
- Foster a culture of open communication and mutual respect.
- Identify opportunities for enhancing efficiency and effectiveness in all areas of responsibility.

EDUCATION, EXPERIENCE AND QUALIFICATIONS

EDUCATION: A university degree in an appropriate discipline complemented by a minimum of ten years of progressive leadership experience. An equivalent combination of related education and experience may be considered.

HR COMPETENCY AREAS: Demonstrated knowledge and expertise in a wide variety of HR competency areas with a specific focus on Labour Relations and Total Rewards and the development and delivery of agile strategies and successful results.

COLLECTIVE BARGAINING: Extensive experience negotiating collective agreements and providing leadership and direction in a centralized Human Resources delivery model in a large, complex unionized environment.

STRATEGY DEVELOPMENT: Experience defining, planning, and shaping strategies and initiatives that set direction for a business unit or function.

TEAM AND CULTURE BUILDING: Proven track record of attracting and building strong and diverse leadership teams, aligning large groups of people, and creating a highly engaged, winning culture.

MANAGING EXTERNAL INTERESTED PARTIES: Experience with key external stakeholders, such as regulatory bodies, suppliers, government agencies, industry groups, etc., to advance organizational priorities.

ENTERPRISE INITIATIVE: Experience leading critical enterprise-wide initiatives that involved mobilizing people and resources across the organization.

LEADING CHANGE & TRANSFORMATION: Experience identifying the need for change and sponsoring and championing change and transformation effectively (i.e., actively participating, building support for change, and providing resources).

We ask those individuals with an interest in further exploring this exciting opportunity to contact:

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