

 **Apply Here**



We select dedicated people just like you to care for our clients, those who offer compassion, knowledge and commitment to the treatment, progress, outcomes and lives of our clients. We are motivated to employ individuals who are passionate about what they do and, are naturally driven to uphold our client-centered approach, contribute to best-practice solutions and a desire to take their careers to the next level within Carewest.

We are one of Canada's largest public healthcare providers of complex continuing care, rehabilitation and recovery services, and a wide variety of community programs for seniors and adults under the age of 65. With 13 locations across Calgary and a team of over 2,600 employees, we offer a diverse, interdisciplinary and expert community of health care professionals. Our innovative practices allow for optimal opportunities to learn, grow and excel with us.

Carewest has been recognized as one of **Alberta's Top Employers** acknowledging our commitment to promoting a strong work/life balance, providing competitive salaries & benefits, and the promotion of teamwork in a collaborative healthcare environment. If you share our vision and are dedicated to joining our growing team, please review our open positions and apply today!

HR Business Partner, Talent Acquisition Competition 2018-1139

Reporting to the Manager, Employee & Labour Relations this position is the primary contact for managers and employees requiring human resources advice and support. This is a senior level generalist position split between two accountabilities: As an HR Business Partner, with an enhanced focus on employee and labour relations, and as a Talent Acquisition Partner.

As the HR Business Partner (40%) it is responsible for providing employee and labour relations advice, expertise and coaching on investigative processes, disciplinary outcomes, interpretation of collective agreements, non-union directives, policies, legislation, and jurisprudence, coaching and advice on performance management, coaching and assistance in conflict resolution, and a wide variety of other organizational matters supported through effective human resource management.

As the Talent Acquisition Partner (60%), it is responsible for providing direction to Recruitment Team members and takes a lead role in the profiling and marketing of Carewest to potential external hires and volunteers. Supports leadership as directed by the Manager, Employee & Labour Relations in recruitment for senior management and executive positions. Acts as business partner for talent attraction & acquisition activities, providing strategic support to Carewest management and leadership. Analyzes and interprets data to develop, recommend, and implement talent strategies in conjunction with the Manager, Employee & Labour Relations and in alignment to HR/Operational business plans. Provides work direction and feedback to recruitment team in order to achieve strategic goals.

Qualifications:

- University degree in related field required. Equivalences in education and experience will be reasonably considered
- Professional designation (CPHR, SHRM-CP, CIPD, RPR) preferred
- Minimum 5 years of human resources experience supporting front-line management with a focus on employee & labour relations and talent acquisition. Experience in a multi-union environment an asset.
- Previous experience with FileMaker, ESP, and/or PeopleSoft would be considered an asset
- Reliable vehicle and drivers' license required