



People & Culture Manager

We are looking for a special person with a true people/culture “calling” to help drive enduring culture to attract and retain great people. Our HR infrastructure isn’t entirely complete yet, so the right person will be able to make real difference at every level of the organization. As this is a stand-alone, full-cycle role tackling the A to Z of all things HR-related, it will be demanding and challenging but the opportunity to grow and flex your wings will be there and supported. We’re looking for someone with hunger, passion, smarts and the ability to figure things out.

Stormtec Water Management is a specialty subcontractor that makes the lives of our customers easier by taking on their water management challenges. When we do it right, no one notices us doing our work – not our customers, not the communities we work in, not the fish in the local streams. Except that our customers realize they don’t have the ongoing headache of water issues. We are a leader in environmentally conscious water management solutions for sediment control, contaminated water, dewatering and bypass in the construction industry with offices in Annacis Island (Delta), Vancouver Island and Calgary.

Although we’ve doubled in size over the last three years and expect to double again in the next five, what really makes us different is our belief in using our core values to drive “how we roll”. We’re led by a smart, driven President & CEO who understands that great companies are built not only because of good strategy & execution, but because of great culture and people that get it.

This position is based out of our Annacis Island, BC office. Some occasional work from home is fine, but the role is primarily in office.

Once you’re in place, here is how we’ll know that you are being successful:

1. Within 14 days, have met all Senior Leadership Team and all managers in both Annacis Island and Calgary office to build relationships and gain an understanding of their roles and business objectives.
2. Within 30 days, have gone on several ride-alongs with Field Managers to various construction sites in the Lower Mainland to gain a foundational understanding of what we do. (Sediment Control, Environmental, Bypass, Dewatering, and Industrial services).
3. Within 60 days, have gotten to know all the staff in the office and field in the Delta and Calgary office.
4. Within 90 days, have completed an “audit” of the existing HR infrastructure along with the organizational goals and company strategic plan to identify gaps on all things HR-related from policies to tools to culture. Prepare proposed prioritized list of initiatives HR to undertake in the next year along with 90-day “Rocks” of what the focus will be for the next three months.
5. On an on-going basis, can regularly “ship” on time.

Key Responsibilities:

- Understand Stormtec’s water management business, build strong relationships with field and office managers and staff, be the expert in understanding the employee ‘pulse’ to inform your managerial coaching and HR initiatives.
- Work diligently on completing your HR initiatives “rocks” in point #4 above. Regularly seek feedback to ensure you’re on the right path.
- Provide trusted wisdom on all people and culture related matters to all levels of management and contribute to strategic decision-making.
- Be the performance management ‘guru’ in the organization. Partner with managers to coach them in the moment, put on one-hour training workshop refreshers to help make all our managers great.

- Lead employee onboarding and orientation programs to ensure new hires are set up for success from day one.
- Research and lead organizational efforts to garner best-in-class employer awards.
- Support and coordinate larger recruitment initiatives with contract recruiter resources, lead recruitment (all organizational levels) on one-off hires.
- Organize annual employee engagement survey, sharing of results to managers and staff, develop and implement employee engagement initiatives to enhance culture based on survey results.
- Coordinate with the benefits consultant to ensure the employee benefits programs are effectively administered. Serve as the primary contact for employee inquiries, as needed.
- Stay on top of employment laws, regulations and common-law to ensure our policies and practices are current.

Qualifications and Profile:

- Diploma, Bachelor's degree or equivalent in Human Resources, Business Administration, Business Management.
- CPHR designation or working towards CPHR designation.
- Passionate about and has a "calling" to work as a true generalist in HR.
- Minimum of 5 (five) years Canadian work experience with a track record of accomplishment as an HR generalist
- Work experience in a mid-size company, preferably in a construction-related, manufacturing, or industrial industry.
- An energetic 'people person' who loves connecting with people.
- Detail-oriented, industrious, with a track record of executing HR tasks and projects on time, with high quality.
- Egoless about doing the A to Z of HR responsibilities which includes HR administration, organizing townhalls, social events, the company holiday party, or ensuring a catered lunch is bought for a departmental event, etc.
- Strong verbal and written communications.
- Strong working knowledge of employment laws, and regulations.
- Practical, strategic, humble, team-player and fun!
- Tons of integrity and discretion – goes without saying.

This position will report to either the Director of Finance or the President & CEO, depending on the experience & expertise of the candidate.

Salary is \$75K-\$90K

Interested?

If you're interested in the challenge, we would love to hear from you. Please send us a resume and short cover letter to careers@stormtec.ca

Valid Canadian work authorization is required.