

REMCAN PROJECTS LP

Remcan Projects LP (“Remcan”) is a full-service national contractor for the railway industry providing maintenance and construction services to key clients such as CN Rail, CP Rail, and Via. Established in 2007 with just four employees, the company has grown at an annual compound rate of 53% since its inception and is now the leading Class I service provider in its industry. Remcan employs approximately 600 non-union employees across Canada, of which 50 are in supervisory roles, and its revenues are comprised of multi-year service agreements and annual RFPs. Due to the company’s growth, a Leader, Human Resources role is being created.

LEADER, HUMAN RESOURCES

Reporting to the CEO, and working both strategically and tactically, the Leader, Human Resources will build and sustain a human resources function with best-in-class systems that attract, develop and retain employees and support managers. This will include finding and developing the people that will drive Remcan’s growth, establishing a performance management system, managing and monitoring employee engagement and retention, employee/labour relations, compensation and benefits, legal issues, and policy management. The Leader, Human Resources will also facilitate company-wide communication and information flow so that HR is attuned to and anticipates the needs of the organization.

A natural collaborator, leader and relationship builder, and possessing a strong business acumen, the Leader, Human Resources will develop and manage an annual HR strategic plan and budget in alignment with Remcan’s overall strategy and objectives. They will work closely with all managers on a daily basis to provide timely and trusted HR advice in order to stay on top of employee and management needs and concerns.

Outgoing, confident, self-motivated and possessing high emotional intelligence, the Leader, Human Resources will establish a system to identify employees with management and leadership potential and ensure that they receive relevant training, coaching and mentoring to reach their future potential. They will ensure compliance with relevant Employment Standards and other regulatory compliance in all jurisdictions that Remcan operates in.

Holding a post-secondary degree or diploma in business, human resources or another relevant discipline, and with 10+ years of human resource generalist experience in a work environment similar to Remcan, the successful candidate will be able to demonstrate a track record of establishing and managing a high functioning HR department and be comfortable working in a fast-paced, high growth environment. A CHRP designation is desirable.

To apply for this role or for further information, please email resume and cover letter to search@watsoninc.ca.