



## Manager, Workforce Development

Location: Surrey, BC

### Job Summary:

Reporting to the Director, Human Resources this position is responsible to work in partnership with Major Projects and Community & Indigenous Relations to provide effective execution of contractor workforce strategies and integrated talent solutions for FortisBC's Major Projects.

This position is responsible to collaborate with Major Projects and Community & Indigenous Relations to integrate workforce development strategies in project socio-economic initiatives, workforce agreements and provide input on the development and execution of project agreements to enhance FortisBC's reputation as a Corporate Social Responsibility leader that acts as a locally-minded community champion by strengthening the social fabric of the B.C. communities in which it operates.

### Key Accountabilities:

Work collaboratively with Major Projects and Community & Indigenous Relations in the development, implementation and evaluation of workforce strategies, partnerships and programs including training and development programs. Manage interdependencies with external, employee and labour relations, as they relate to the contractor workforce.

Support and assess the workforce development strategy and initiatives to consider budget and contractual impacts through the investigation and development of project labour agreements (PLA) and employment partnerships that will meet project resourcing and increase participation of under-represented by partnering with unions, trade organizations and educational institutes and municipalities to progress and advance employment opportunities in the community. Lead the development of an integrated workforce plans to build scale and scope for Major Projects.

In partnership with the Human Resources department, develops and implements strategies, consistent with the FortisBC values, aimed at building and maintaining a healthy and inclusive workplace culture for the project contractor workforce. This includes creating and implementing onboarding programs to bring best practices to life and developing diversity and inclusion as a competency throughout leadership, ensuring supervisors have the capability to improve the safety, productivity and retention of the contract workforce, reducing project risk. Serve as a subject matter expert to coach, collaborate and identify opportunities for improvement.

Provide leadership, guidance and insight into strategies supporting the hiring of Indigenous Peoples and underrepresented groups in the contractor workforce. Working collaboratively with project teams, the People & Culture department and external agencies, such as BCWITT.

Offer advice and recommendations in the making of strategic workforce decisions to enable operational excellence in the execution of established Major Project's goals and objectives. Collaborate with the team and senior leaders to provide guidance, advice and direction related to Major Projects while ensuring compliance with collective agreement language provisions, company policies, employment/labour law and regulations, legal and arbitral jurisprudence.

### **Education and Experience:**

Bachelor's degree in Business, Commerce, Human Resource or a related discipline from a recognized program plus 8 to 12 years related experience or an equivalent combination of education, training and experience including Human Resources, Labour Relations, workforce development, legal and in a unionized environment.

### **Technical Competencies (Role Specific):**

- Knowledge of strategic workforce planning and ability to translate policy into operating procedures
- Knowledge of the multiple dimensions of Diversity and Inclusion and bringing that lens to the development of Workforce Strategy for Major Projects
- Knowledge of project management principles and demonstrated ability to develop and manage projects.
- Demonstrated ability to establish and maintain effective relationships involving mutual understanding and collaboration
- Demonstrated ability to relate to diverse groups of people with separate agendas
- Exceptional written, verbal and presentation skills for a variety of audiences.
- Knowledge of human resource management principles and practices
- Knowledge of employment legislation, regulations, principles of interpretation of labour agreements
- Knowledge of organizational development principles and methodologies
- Strong negotiation skills, business and financial acumen
- Demonstrated ability to translate employee development objectives into achievable results, identify gaps and implement solutions to meet business needs
- Demonstrated ability to provide leadership and motivate team members
- Demonstrated expertise to align initiatives and deliverables with strategic business plans, and enable goal achievement
- Demonstrated ability to exercise professional judgement in the handling of confidential/sensitive information
- Demonstrated ability to analyse information, make sound judgments and difficult decisions
- Demonstrated ability to facilitate meetings and conduct presentations
- Demonstrated ability to effectively resolve conflict and negotiate solutions
- Demonstrated ability to establish and maintain effective working relationships
- Demonstrated ability to work with demanding work schedules.
- Computer skills (MS Office Suite, HRIS)