



Crosbie Group of Companies Limited is a diversified family business involved in real estate development, construction, onshore asset maintenance services and offshore oil and gas services in Atlantic Canada. We are currently seeking an experienced **Director, Human Resources** to join our office in St. John's, NL.

The position will be responsible for a variety of activities including:

- Providing hands on day to day support to employees and managers in a broad range of Human Resources and Employee Relations functions including talent acquisition; onboarding; resource deployment; training and development; collective agreement/contract interpretation; and performance management.
- Supporting successful execution of HR programs and policies across all facets of the Human Resources and Employee Relations functions through program and policy development, review and delivery;
- Developing and supporting effective and timely communications at all levels of the organization to support our vision to build, align and engage our workforce;
- Liaising with external clients regarding collective agreement, contract and other labour related issues; and
- Other duties as required and outlined in the role description.

The ideal candidate will possess the following qualifications:

- Post-secondary education in human resources, labour relations or other relevant discipline;
- Minimum 10+ years' experience in a human resources and/or labour relations role, including 5+ years in a leadership position in a complex multi-divisional environment;
- Experience in oil and gas, construction and/or union environments would be considered an asset;
- Effective organizational and execution skills, with a demonstrated ability to prioritize multiple demands and deliver in a timely and professional manner;
- Strong interpersonal and communication skills, both written and oral;
- Strategic Human Resources skills and change management experience in a growth oriented company;
- Demonstrated analytical and problem solving skills with sharp attention to detail and ability to devise actionable solutions;
- Proven ability to work independently or in a collaborative team environment;
- Demonstrated results oriented, service delivery mind-set;
- Working knowledge of Microsoft Office Suite and SharePoint;
- CPHR designation would be considered an asset

If interested in a challenging position please apply by clicking on the Apply Now link below:

[**Apply Now**](#)

Crosbie Group of Companies is committed to fostering a diverse workforce and a respectful work environment. We are committed to employment equity and encourage applications from all qualified individuals.