



DIRECTOR OF PEOPLE AND CULTURE

Township of Oro-Medonte

Welcome to Oro-Medonte, a progressive community of 23,000 people centrally located between the cities of Barrie and Orillia, and less than a 60-minute drive to the GTA. The Township of Oro-Medonte offers a unique blend of outdoor recreation and agricultural richness. Imagine spending your weekends exploring scenic trails, paddle boarding on local lakes and rivers, or enjoying a family picnic at one of our many parks. Our thriving agricultural sector not only supplies fresh, locally grown food but also instills a deep sense of community pride and sustainability. Here, neighbors and colleagues know each other by name and come together to support one another, creating a place where community spirit and collaboration are at the heart of everyday life. At the core of everything we do are the people who drive our mission forward and have a meaningful impact on the community we serve and help shape. We are committed to a culture of creativity, collaboration, respect and integrity where empowerment and well-being are prioritized.

About the Role

Reporting to the Chief Administrative Officer, the Director, People and Culture is a key member of the senior leadership team providing strategic advice, guidance, and leadership on all people, culture and human resource (HR) matters in the Township; including diversity, equity, inclusion and reconciliation programs. This role holds responsibility for all aspects of human resources; including labour relations, organizational development, talent management, total rewards, staff engagement, health, wellness, and safety.

The Director, People and Culture inspires meaningful change and growth through an approachable, inclusive, and professional leadership style, that fosters an engaged and diverse workforce. The role is accountable for strategies, policies, and programs that further the Township's human resources initiatives, by applying a people focused approach to corporate decision making, modelling the Township's core values of respect, integrity, service excellence, and stewardship. Working with a dynamic and progressive team, this leadership opportunity will lead transformative human resource efforts including implementation of a new human resources information system (HRIS), organizational development, collaboratively shaping the Township's culture, and strategic human resource initiatives that drive excellence in service delivery through development of human capital.

What you Bring

The successful candidate must have a degree in Human Resources or related discipline and bring a minimum of 10 years progressive HR experience, a strong knowledge of all aspects of day-to-day HR operations, with a proven track record of building boundary spanning relationships and inspirational and strategic leadership in the execution of transformative HR programs and initiatives.

What we Offer

This senior management position offers a salary commensurate with experience and education (2024 salary range \$135,293 to 164,449). At the Township of Oro-Medonte, we value work-life balance and employee development. Here you will enjoy a variety of benefits including, hybrid work environment, an extensive benefit/wellness program including contributions to the OMERS pension, social opportunities through our people team and professional development for career growth.

The Township of Oro-Medonte is an equal opportunity employer and we are dedicated to creating a workplace culture of equity, inclusion and respect.

Application Deadline

We encourage all interested applicants to apply through our Township's website via the link below by 4:30 p.m. on November 20, 2024.

[Apply Now!](#)

The Township of Oro-Medonte is committed to an inclusive, barrier free environment. Accommodation will be provided in all steps of the hiring process. Please advise the Township of Oro-Medonte Human Resources Department if you require any accommodation to ensure that you can participate fully and equally during the recruitment and selection process. We thank all applicants; however, only those considered for an interview will be contacted. Personal information is collected pursuant to The Municipal Freedom of Information and Protection of Privacy Act and will be used for the purpose of the candidate selection. Questions about this collection should be directed to the Human Resources Department.