



**The Corporation of the City of Brantford  
Human Resources Department**

requires

**Chief Human Resources Officer**

**Job ID# 2330**

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Situated on the picturesque Grand River, the City of Brantford is a rapidly growing community of over 100,000 residents, located in the heart of Southern Ontario with direct access to Hwy. 403 and is in close proximity to the GTHA, Waterloo and Niagara regions. As a single-tier municipality, Brantford is responsible for the full spectrum of municipal service areas. We invite you to join our #TeamBrantford corporate culture with many progressive initiatives, including our hybrid work environment. The City is committed to the professional development of our staff and invite you to come, grow with us!

Reporting to the Chief Administrative Officer and as a member of the City's Senior Leadership Team (SLT), the Chief Human Resources Officer (CHRO) is a senior executive responsible for leading the Human Resources Department, developing and implementing human resources strategies in support of the City's business plan and overall direction of the organization. The CHRO ensures that the Corporation attracts and retains talent, considers opportunities for effective succession planning, provides learning and development programs, delivers competitive employee compensation and benefits plans and fosters a healthy and safe work environment that promotes employee wellness for approximately 1,000 full-time and 400 part-time/seasonal Staff. The CHRO oversees the provision of all human resource services to all departments of the City including 10 bargaining units and also provides some HR Services to several other municipal organizations including the Brantford Public Library and the Brantford Police Services. Techo is directly responsible for Staff in three Divisions, namely: Benefits, Compensation, and Human Resources Analytics; Health, Wellness & Safety; and Human Resources Services. The CHRO provides strategic leadership by articulating human resources needs and plans to the SLT and City Council and is primarily responsible for implementation of the action items contained in the City of Brantford People Master Plan.

This is a fantastic opportunity to introduce innovative and contemporary people practices at the City of Brantford to support the delivery of public services through an amazing team of dedicated Staff. Come Grow with Us, and Stay Rooted with Us, through many professional development experiences. Make your mark on our corporate #TeamBrantford culture that is driven by the values of Integrity. Commitment. Innovation. Life-long Learning. Accessible.

## **QUALIFICATIONS**

Applicants must have a minimum of 15 years of previous human resources management experience, ideally with at least five years at an executive level, preferably in the municipal sector and with multiple unions. In addition, candidates must be graduates from a four-year university program or equivalent in Human Resources, Business Administration or related field as well as a CHRL (Certified Human Resources Leader) or CHRE (Certified Human Resources Executive) designation. A Master's degree in Business Administration, Public Administration, or a graduate level degree in another applicable program area is preferred. Incident Management System (IMS) Certification is also required as this role is a member of the City's Emergency Operations Group.

You must possess excellent interpersonal and conflict resolution skills; excellent organizational skills and attention to detail; strong analytical and problem-solving skills; and strong supervisory and leadership skills. Thorough knowledge of employment-related laws and regulations is essential. Knowledge of the strategic planning process and the ability to communicate in an engaging and meaningful way is imperative. Candidates must be able to provide strategic human resources advice, guidance, and counsel to elected officials and organizational leaders. The successful candidate must hold a valid class G Ontario Driver's License in good standing throughout their employment and have access to their own transportation to travel between corporate facilities.

**WAGE/SALARY RANGE:** \$76.43 to \$95.54 per hour (based on a 35 hour work week) plus benefits.

To apply on-line, please visit the City of Brantford website at <https://brantford.ca/careers> and click on **Current Opportunities**.

Closing date for applications: **Thursday, May 8, 2025, at 4:30 p.m.**

Information gathered relative to this position will only be used for candidate selection.

We thank each applicant for taking the time and effort to submit your resume, however, only candidates to be interviewed will be contacted.

Our organization is committed to promoting the independence, dignity, integration, and equality of opportunity of persons with disabilities by ensuring the accessibility of our facilities and services. Accommodations are available for all parts of the recruitment and selection process. Applicants need to make their required accommodations known in advance.