

Manager of Human Resources

The Town of Cochrane, located in northeastern Ontario is a short one-hour drive from Timmins and Kapuskasing, the other two major population centres of the region. The town's population of about 6,000 residents is made up of about half anglophone and half francophone residents.

Cochrane is one of the few communities in Northern Ontario to have experienced growth in the last few years, Cochrane's economic landscape offers job & investment opportunities for just about every sector. Cochrane top employable industries include mining, forestry, transportation, finance, health care, and administrative occupations. According to a Town of Cochrane growth study, its population is expected to go from about 6,000 to 9,400 by 2051.

With some of the lowest property taxes in Northeastern Ontario, Cochrane provides the highest quality of northern living at competitive cost to the taxpayer. While keeping property taxes competitive, Cochrane has managed to do so without limiting the services and assets it offers to the community. From a world-class tourist attraction in the Polar Bear Habitat (the largest natural habitat for captive Polar Bears in the world) to a modern and highly regarded Tim Horton Events Centre, modern schools, a local hospital, and high caliber recreation and festivals that rank among the most prominent in the province. Situated on Lake Commando, Cochrane offers several waterfront amenities including a beach right in the heart of the town.

Find an active lifestyle that takes you beyond the hustle and bustle of the city and looks further than the rural amenities of the countryside. Get to hockey practice in 5 minutes, get to your cottage within 15 minutes and access the solitude of the fishing lakes and wilderness in as little as 45 minutes; all without traffic jams.

In summary, Cochrane is one of the fastest growing municipalities in Northern Ontario located on the 49th parallel, which is the Canada / US border in western Canada. The moderate property taxes, the reasonable cost of housing and multitude of community amenities continue to make Cochrane attractive to those relocating from other communities.

Your Opportunity to make a Difference

We are currently seeking a **Manager of Human Resources** who is a highly motivated, energetic individual with exceptional people's leadership skills to join our senior management team.

In this key role you will provide inspirational and collaborative leadership as well as specialized and strategic advice and consultation to our senior-leadership team, and staff with respect to human resources, employee relations and labour relations.

In addition, you will be accountable for leading all human resources programs across our organization and will ensure effective application of human resource best practices and solutions in support of our strategic goals while ensuring our commitment to authentic equity, diversity, and inclusion.

This will include functions such as HR strategy and policy development as well as supporting programs such as talent and performance management, employee and labour relations, recruitment, HR information systems, compensation and benefits, pay equity, employee wellness, health and safety, disability management, equity, diversity and inclusion.

The Town of Cochrane offers a competitive salary and comprehensive benefits package. Play a key role in our evolution and make Cochrane the best place to live, work and play.

Ideal Qualifications

We are open to considering proven leaders, and those looking for the next step in their careers.

- **Progressive Experience in Human Resources:** Significant (at least 5 years) progressively responsible human resources management experience, preferably in a public sector environment with significant experience in a unionized work setting.
- **Human Resources Leadership:** Significant experience leading a range of disciplines including HR strategy and policy development, and operational program delivery including talent management, labour

relations, recruitment, HR Systems, compensation and benefits, pay equity, health & safety, equity, diversity and inclusion.

- **Labour Relations:** Excellent skills in collective agreement administration including negotiating and mediating collective agreements, and conflict resolution.
- **Service Excellence:** Demonstrated ability to provide customer service excellence across the organization through effective delivery of innovative programs and services in time-sensitive and changing environments.
- **Legislation:** Thorough working knowledge of the Employment Standards Act, the Labour Relations Act, the Worker's Compensation Act, the Occupational Health and Safety Act, and all other related Provincial and Federal legislation pertaining to human resources,
- **Technical Abilities:** Proficiency in information technology solutions related to human resources.
- **Interpersonal and Communication Skills:** Strong organizational, analytical, communications and presentation skills with an ability to deal with employees, Council and the public.
- **Education:** University Degree or College Diploma in a related discipline; certified Human Resources professional designation would be an asset.

If you enjoy nature and rural living and wish to live in the north - this is a unique opportunity to experience nature and rural living at its best. Benefits of working with the Town of Cochrane include:

- **Location** – Cochrane, Ontario is centrally located along the Highway 11 corridor, just a short one-hour drive from both Timmins and Kapuskasing, two of the region's major population centres. Surrounded by pristine forests, rivers, and lakes, Cochrane is the perfect community for those who love the outdoors. With its affordability and extensive range of community services, Cochrane offers an exceptional quality of life for individuals and families alike.
- **Active Lifestyle** – Cochrane is a premier destination for outdoor recreation and year-round activities. Residents enjoy access to hiking trails, golf, cross-country skiing, snowmobiling on OFSC trails, fishing, hunting, and boating on numerous local lakes. The community is also home to the Tim Horton Event Centre, featuring a pool, gym, arena, and multipurpose facilities that support active living for all ages. Cochrane also offers a large Commando Pavilion, a hub for outdoor concerts, festivals, markets, multicultural events, and seasonal celebrations
- **Housing** – Cochrane offers some of the most affordable housing options in Ontario, including opportunities for waterfront living. The Town will soon launch a new lot purchase program, available for as low as \$10, making homebuilding more accessible than ever. More information can be found at [Community Improvement Plan | Let's Chat Cochrane](#)
- **Healthcare** – Cochrane is served by the Lady Minto Hospital, which offers a wide range of health care programs and medical services. Attached to the hospital is Villa Minto, the community's long-term care home, providing high-quality, compassionate care for residents in a supportive environment. Nearby, the Cochrane Family Health Team provides comprehensive primary care for individuals and families.
- **Education** – The community is supported by a strong education system at both the elementary and secondary levels, offered in both official languages. Families have access to high-quality programs delivered by dedicated English and French school boards.

How to Apply

To explore this opportunity please apply via email with a covering letter and resume as soon as possible and not later than **January 16, 2026** to careers@waterhousesearch.net quoting project **TC-MHR**. **Please note: Qualified candidates may be considered in advance of the closing date.**

Should you wish to speak to our Executive Recruiter or to receive a detailed position description please contact Jon Stungevicius at 416-214-9299 x1, jon@waterhousesearch.net.

All applications will be held with strict confidence. We thank all applicants, however, only those selected for an interview will be contacted. Personal information is collected under the authority of the Freedom of Information and Protection of Privacy Act and will be used for employment assessment purposes only.