

Manager, Human Resources

The City of Sarnia is seeking a forward-thinking and collaborative Manager of Human Resources to lead our HR team and help shape a workplace culture that reflects our values of respect, integrity, and service excellence. In this strategic leadership role, you will oversee a broad range of HR functions including employee and labour relations, health and safety, recruitment, compensation and benefits, accessibility, and more. Working closely with senior leadership, you will ensure HR policies and practices support the City's long-term goals and foster a positive, inclusive environment where all employees feel valued and engaged.

Job Status: Full -time Permanent

Division: Human Resources

Department: Corporate Services

Union: Non-Union

Salary: \$128,692.20 - \$162,890.00

Vacancies: 1

Closing Date: February 1, 2026

About the City of Sarnia

Located at the mouth of the St. Clair River on the shores of Lake Huron, the community of Sarnia is known for its breathtaking waterfront, pristine beaches and beautiful parks system. Situated on the American border, just a short drive from London, Ontario, the community boasts a host of recreational opportunities, state-of-the-art healthcare, a vibrant cultural scene, and excellent education paired with a high standard of living and mild climate.

Ranked one of the most affordable medium-sized cities in Ontario, Sarnia, with its 72,000 residents, is home to over 1,000 acres of parkland and 40 km of trails in addition to 4 golf courses, 16 art galleries, 6 museums, and 3 theatres across the County.

What You'll Do

As a key member of our leadership team, you will:

- Lead and support the HR team in delivering high-quality, responsive services across the organization
- Develop and implement strategic HR plans and initiatives aligned with corporate priorities
- Build strong, collaborative relationships with staff, management, council, and union representatives

- Champion a healthy, safe, and respectful workplace culture and effective labour relations
- Ensure compliance with employment legislation and HR best practices
- Provide trusted guidance on complex HR matters with professionalism and discretion

What You Bring

We're seeking a candidate who can deliver:

- Strategic leadership, developing and implementing strategies to align the department with the City's long-term goals
- Proven ability to lead teams, influence change, and foster collaboration across all levels
- Strong communication, negotiation, and conflict resolution skills
- Deep understanding of employment law, labour relations, and HR best practices
- Proficiency in Microsoft Office and other relevant tools
- Experience mentoring staff, promoting professional growth, and fostering a culture of continuous improvement

Qualifications

Our HR Manager will need to hold:

- A degree in Business Administration or a related field (or an equivalent combination of education and experience)
- CHRL designation
- Minimum 7 years of progressive HR leadership experience, ideally in municipal government or the broader public sector

Why Work With Us

It's an opportunity to:

- Make a meaningful impact in a dynamic public sector environment
- Be part of a leadership team that values innovation, teamwork, and continuous improvement
- Help shape a workplace where employees feel supported, engaged, and empowered to succeed

The City offers competitive salaries alongside extended health, dental and travel benefits, life insurance coverage, access to our Employee & Family Assistance Plan (EFAP), and enrollment in the OMERS (Ontario Municipal Employees Retirement System) pension plan.

We are an organization focused on the health and well-being of our employees, including a priority on work-life balance delivered through a unique earned-day-off package in addition to vacation time offerings.

If you're interested in contributing your vision and leadership to innovative human resources management, [please apply here](#).

We are an inclusive and equitable Corporation that encourages applications from qualified individuals of all genders, persons with disabilities, members of visible minorities and Indigenous persons. Appropriate accommodations will be provided upon request throughout the hiring process as required by the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code. Information received relating to accommodation and diversity will be addressed confidentially.

Personal information is being collected under the authority of the Municipal Act and will be used to determine the qualifications for employment with The Corporation of the City of Sarnia. Questions about this collection should be directed to the City Clerk, 255 Christina St. N., Sarnia, ON N7T 7N2, 519-332-0330 ext. 3366.

Please note this recruitment is for a current vacancy.