



HR Business Advisory Services Manager

The City of Red Deer

Are you a HR professional who is a dynamic leader with extensive knowledge and HR related experience? The City of Red Deer is seeking an individual to fulfill the role of HR Business Advisory Services Manager.

Reporting to the Chief People Officer, the HR Business Advisory Services Section Manager (BAS) will lead the Business Advisory Services team in delivering strategic, integrated HR and Labour Relations solutions that supports City leaders, aligns workforce solutions with organizational priorities, and strengthens HR's role as a key driver of organizational performance and transformation.

This management role provides strategic direction and operational oversight to a team of HR professionals, who act as trusted advisors to a diverse group of internal client portfolios. This role works in close collaboration with other parts of the HR team to guarantee clients have a seamless and integrated experience when receiving HR services.

Ideally to fill this role, you will be a proven performer with a University degree in Human Resources, Business, Industrial Relations, Social Sciences, or a related field. A professional designation such as CPHR, or equivalent with a minimum of 8 years of progressive senior HR and LR experience. An equivalent combination of education and experience may be considered

Top Key Responsibilities:

- Provide strategic workforce leadership
- Serve as a senior HR advisor and trusted partner to leaders on complex employee relations,
- Lead labour relations strategy and union engagement
- Ensure strong governance, compliance, and risk management
- Oversee development and implementation of HR policies, programs, and best practices,
- Lead, develop, and manage an HR advisory team,
- Guide and support organizational change
- Drive integration and collaboration across HR functions
- Provide strategic decision-making and recommendations
- Promote a respectful, inclusive, psychologically safe, and healthy workplace

In addition, you will have:

- A strong understanding of employee and labour relations, with experience in a complex unionized environment being desirable.
- A track record of building high performing engaged and motivated teams.
- Demonstrated background in organizational development founded in improving institutional effectiveness and health.
- A history of collaborative work, providing clients with seamless and integrated HR services.
- Experience leading complex initiatives and projects.
- Strong business and political acumen and client service orientation.
- Demonstrated ability to collaborate with and influence employees and leaders at all levels of the organization.
- A strong sense of ethics, and demonstrated discretion in dealing with sensitive, personal and political issues, often with privacy and confidentiality concerns.
- Strategic thinker with advanced capabilities in change management, conflict resolution, and navigating ambiguity, while fostering productive and trusted professional relationships.
- In-depth knowledge of Alberta employment and labour legislation
- Excellent written and verbal communication skills, including experience presenting to senior leaders and elected officials.
- Strong consulting, coaching, and influencing skills with all levels of leadership
- Ability to balance strategic thinking with practical, operational solutions.
- High level of discretion, professionalism, and political acuity.
- Excellent leadership skills
- Good communications skills (verbal and written)
- Excellent interpersonal skills, Politically savvy
- Presentation skills
- Project management skills and experience

What we offer:

- In addition to the **competitive wages** of \$61.71 to \$75.88 per hour (\$118,834 to \$148,543 per annum).
- **Excellent benefits package, pension plans, spending accounts and professional development opportunities** to support your career growth.
- We are committed to a healthy, vibrant, and sustainable community. Our employees are the cornerstone of our organization and working with us will provide you with **work-life balance, career growth and job stability**.
- The opportunity to work in an ever-growing environment and to work with a dedicated and passionate group of people.
- Follow the link for additional information - <https://www.reddeer.ca/careers/what-we-offer/>

If you think this is the job for you, come build your career with The City of Red Deer!



We welcome applications until May 29, 2026, or until a suitable candidate has been found.

For more information and to apply please visit our website
www.reddeer.ca/careers

Applicants not contacted are thanked for their interest.