GREATER SUDBURY UTILITIES

has an opening for the following position

Human Resources Manager

Greater Sudbury Utilities (GSU) is a diversified, community-owned group of companies providing essential services within the City of Greater Sudbury, West Nipissing and Barrie. With operations spanning electricity distribution, telecommunications, energy generation and water heater rental services, GSU brings together a diverse workforce supporting the communities we serve. We are committed to service excellence, innovation and continuous improvement, while fostering a workplace where employees can contribute, develop and succeed.

About the Opportunity

GSU is seeking an experienced and relationship focused leader to join our team as Human Resources Manager.

Reporting to the Vice President, Human Resources & Safety, you will lead the labour relations function while helping translate organizational priorities into practical HR strategies, programs and improvements. Working closely with HR colleagues, operational leaders and union representatives, you will provide trusted advice on complex workplace matters and help build relationships that support a positive and productive workplace.

This is an opportunity for a seasoned HR professional who brings strong labour relations expertise, sound judgement and a practical, solutions-orientated approach. You understand the complexities of working in a unionized environment and bring depth in grievance handling, dispute resolution and collective agreement administration with the ability to understand competing interests and achieve constructive outcomes.

As an operational leader of the Labour Relations and Human Resources functions, you will provide hands-on leadership to a small, collaborative team, overseeing the effective delivery of HR programs and services across the employee life cycle. Working closely with the Vice President, you will help advance HR priorities, strengthen policies and practices and identify opportunities for continuous improvement. As a trusted advisor to supervisors and managers, you will support sound people decisions, help to build leadership capability and contribute to a positive workplace culture.

The successful candidate will:

- Working closely with the Vice President to oversee HR operations, ensuring effective, consistent and timely delivery of programs and services.
- Lead day-to-day administration and interpretation of collective agreements, providing guidance to management on labour relations matters;
- Manage grievances, workplace disputes and support collective bargaining through preparation, research and analysis.
- Support recruitment, onboarding, employee development, workforce and succession planning;
- Participate in compensation administration and joint job evaluation processes;
- Assist supervisors and managers to address workforce challenges, strengthen people management practices and support effective decision making;

- Review and enhance HR policies, procedures, systems and processes to improve service delivery, consistency and operational effectiveness.
- Support the VP with HR modernization and service consistency by simplifying processes and leveraging technology and data to improve HR planning, reporting and corporate initiatives.

Seeking the following qualifications:

- A postsecondary degree or diploma in Human Resources Management, Business Administration or a related discipline, or an equivalent combination of education and progressively responsible experience.
- A recognized Human Resources professional designation, preferably CHRL.
- Seven to ten years of progressive human resources experience, including significant labour relations experience in a unionized environment of comparable scale and complexity.
- Strong working knowledge of Ontario employment and labour legislation, human rights obligations and related regulatory requirements.
- Demonstrated experience in grievance handling, collective agreement interpretation and administration, dispute resolution and collective bargaining preparation.
- Broad experience delivering HR programs and experience supporting organizational improvement, change management and the modernization of HR processes.
- Demonstrated ability to advise and influence leaders, strengthen workplace relationships and contribute to a positive organizational culture.
- Excellent communication, relationship management, problem-solving and conflict resolution skills, with sound judgement and the ability to navigate sensitive and complex workplace matters.
- Must be available to work overtime as required and respond to emergencies after hours.
- Valid class G driver's license

What we offer

- This position is compensated within an established salary structure, with progressions through defined salary steps starting at $123,920 to $154,899.
- Comprehensive health and dental benefits, including life insurance, LTD and EAP
- OMERS defined benefit pension plan
- Ongoing training and development

For more information about OMERS, visit: https://www.omers.com/

Interested applicants are invited to submit a single page PDF document containing their cover letter and resume to:

jobposting@gsuinc.ca

The position (Human Resources Manager) must be in the subject line of your email.

Applicants will be reviewed starting November 27th and will continue to be accepted until the position is filled. This position is currently vacant.

We kindly ask candidates to complete a behavioural assessment.
Predictive Index Behavioural Assessment:

⏱️ Please set aside 5–10 uninterrupted minutes to get started (there's no time limit once you begin).

🗓️ Please complete this assessment by Friday, September 25th.

💡 Don't worry — there are no right or wrong answers! If you don't understand a question, just skip it.

📌 This is not a test of intelligence, education, or experience — it simply helps us understand your work and communication needs.

🔗 Complete it here:
https://assessment.predictiveindex.com/bo/JLi/HumanResourcesManager_Nov2026_131330

GSU is an equal opportunity employer and is committed to providing a recruitment process that respects the dignity and independence of all candidates. We thank all applicants for their interest in our organization; however, only those applicants selected for an interview will be contacted. Accommodation is available for applicants with disabilities. Should you be contacted by GSU, please advise if you require an accommodation.