



Human Resources Advisor

This year, Odium Brown celebrates its 95th anniversary as an independent, employee-owned, full-service investment firm. We are honoured to be recognized as one of Canada's Best Managed Companies for 19 consecutive years and as one of Canada's Most Admired™ Corporate Cultures.

CULTURE AND VALUES

We are very proud of the vibrant culture that we have built and sustained for many years. It's the way we do things, how we make decisions and what defines which behaviours work and don't work – it's what makes up our DNA.

Our values are the cornerstone of our culture, a set of principles that provide a compass for our actions and unify us as a team.

PEOPLE

We have skiers, mountain bikers, hockey players, runners, volleyball players, movie buffs, bookworms, animal lovers, musicians, yogis, world travelers and every other variety of person you can imagine. You will work with really interesting people and make great friends, too.

COMMUNITY

We are serious about supporting the communities where we live and work. We are committed in heart and mind to everything we do in the community, and we work hard to inspire passion and fun while doing it.

PROFESSIONAL DEVELOPMENT

Continuous learning matters. We are committed to providing career-long support for learning and growth.

OPPORTUNITY

We are looking for an accomplished Human Resources professional to join our Vancouver office and support leaders in attracting, developing and retaining talent by delivering exceptional services that drive both day-to-day and strategic HR priorities.

RESPONSIBILITIES

Key areas of focus include employee relations, recruitment, onboarding and orientation, talent development, performance management, employee relations, compensation planning and learning and development.

- Support managers in identifying and managing the people impact as the business grows and evolves.
- Coach managers on employee engagement matters.
- Oversee and coordinate all elements of full-cycle recruitment.
- Work with managers to ensure effective onboarding and orientation.
- Facilitate annual talent review and work with managers to identify and implement succession and development plan requirements.



- Support managers in building and sustaining a culture of performance management and development.
- Collaborate with managers on the annual compensation review process.

EDUCATION AND EXPERIENCE REQUIREMENTS

- Undergraduate degree.
- Chartered Professional in Human Resources (CPHR) designation.
- Minimum 8 years' experience in an HR Advisor role.
- Experience working with an HRIS.
- Commitment to ongoing professional development.

Ultimately, you have strength of character and operate with a high level of discretion, diplomacy and good judgement. You are approachable and open and are viewed as a calming force. You think strategically and see issues through a business lens and are committed to consistently exceeding expectations.

You are proactive with a results orientation and the personal drive to bring both initiatives and issues to conclusion. You are resourceful and excel at consensus-building with the ability to bring people with differing points of view together to arrive at a common solution.

If this sounds like the environment you'd like to work in and you have the credentials and experience for this job, we invite you to submit a cover letter and resume to hr@odlumbrown.com by **January 21, 2019**.

Candidates must be legally eligible to work in Canada. Full disclosure of any restrictions must be disclosed at the time of expressing interest and supporting evidence provided prior to any potential offer of employment.

We appreciate your interest and thank you for taking the time to consider this opportunity. We will be in touch with individuals whose profiles most closely match what's needed to be successful in this role.