

Redberry is Bursting with Opportunities!

Founded in 2005, Redberry Restaurants is one of the largest Quick Service Restaurant franchisees in North America, operating two iconic global QSR brands: BURGER KING® and PIZZA HUT™. Currently representing over 40% of all BURGER KING restaurants in Canada, Redberry is the dominant franchisee in the country, successfully operating 134 restaurants in multiple provinces.

Redberry is poised for growth with plan to accelerate new unit development for both the BURGER KING® and PIZZA HUT™. Our ambitious expansion plan will double our total restaurant count to more than 250 restaurants by 2024. To get there, we need exceptionally talented and passionate people to help us reach new heights.

Based out of our Mississauga corporate head office and under the direction and leadership of the VP, Human Resources, we are currently seeking an ambitious, master multi-tasker with an upbeat attitude to join our diverse and inclusive team of high achievers in the capacity of:

Human Resources Leader 15 Month Parental Leave Contract

As a seasoned HR Generalist, you will lead a small but mighty team of autonomous HR professionals. The team includes an HR Generalist, Talent Acquisition Specialist and an HR Coordinator who each partner with our restaurant leadership team to ensure the engagement and retention of our high-performance workforce.

We love to share our knowledge and experience with “eager beaver” types looking to curate their HR skills in a fast-paced, challenging work environment where you will lead the team in providing support and guidance to our workforce on matters related to and not limited to:

- Employee Wellness, Health and Safety
- Employer Branding, Employee Sourcing and On-boarding
- Employee Recognition and Rewards
- Early and Safe Return to Work Program Management
- Performance Management, Development and Conflict Resolution
- Equitable, timely, accurate and compliant HR, Benefits and Payroll administration

The ideal candidate has:

- An undergraduate degree in a related field and/or post-graduate certifications in HR; CHRL designation preferred.
- A minimum 5-8 years corporate head office experience managing a headcount of 1000+ employees across multiple sites. Preference will be given to QSR and/or retail industry experience in the provinces of Ontario, Quebec, Manitoba and Alberta.
- Demonstrated knowledge, skills and experience managing talent acquisition and on-boarding, talent management (coaching, counseling, feedback, conflict resolution, investigations, discipline, termination), total rewards (compensation, benefits and pay equity), occupational health and safety compliance, disability and absence management (both work and non-work related) and third-party risk mitigation and legal claims management.
- Advanced proficiency using Microsoft Office Applications (Excel for dashboard and tracking activities including use of pivot tables, VLOOKUP, validation tables; Word - adept using mail merge/switches; PowerPoint for training/communication).
- Experience implementing Cloud based HCM SaaS.
- Personal qualities of integrity, reliability and credibility to contribute effectively to a small team.
- The ability to demonstrate resourcefulness, attention to detail and comfort offering solutions and clarity where there is ambiguity.
- A desire to be proactive and create a positive experience for others at all levels of the organization from

- entry to executive level.
- Strong planning and organizational skills to juggle competing priorities and deadlines.
 - Results-oriented to consistently deliver under minimal supervision and multiple interruptions.
 - Clear and concise written and verbal communication skills for policy and report writing, company communications, report analysis, government correspondence, etc. Bilingualism (French/English) is an asset.
 - The ability to maintain employee privacy, confidentiality and discretion in all activities related to employee experience and management.

In addition to all of the above, the ideal candidate will enjoy:

- Flexible Post-Pandemic “Work from Home” Opportunities (up to two days per week)
- Competitive Salary + Contract Completion Bonus
- Comprehensive Employer Paid Group Benefits Program including Life, AD&D, LTD, Critical Illness, Health, Dental, Vision, Saving Plans and EAP.
- Regular Team Building Employee Events
- Free coffee, beverages and periodic meals on us (when we’re back in the office).
- “Bring Your Own Device” Phone Reimbursement Program
- Access to an on-site gym and Annual Fitness Reimbursement

If you enjoy working autonomously in a dynamic, fun, results-oriented, team-based environment, where work-life balance is not just a saying, it’s the only way to succeed, we want to hear from you! Send us a copy of your résumé and a covering letter telling us why you’d make a great addition to our team to careers@redberry.ca with "HR Leader" in the subject line.

www.redberry.ca

Diversity. Inclusion. Our restaurant guests come from all walks of life and so do we. Creating an environment where everyone, from any background, can do their best work is what we like to do.

Redberry is an equal opportunity employer committed to accommodating people with special needs and welcomes applications from all interested parties. Accommodation will be provided in all parts of the hiring process in accordance with Redberry’s applicable policies when such needs are known and requested in advance.