

HR Guru-in-Training

You've heard of an engineer-in-training, right? Someone who has all the schooling to do professional engineering work, and is now gaining practical professional experience in their field? We've decided the HR profession needs something similar, so we've created a new role: HR guru-in-training. We're looking for a culture champion, brand ambassador and talent scout with a good amount of HR generalist thrown in. You aren't brand new to the work world yet are early enough in your career that you're still curious and craving involvement in every area of HR to keep learning and advancing.

In our growing, global, non-unionized organization, you'll get the chance to have immediate impact while learning a ton. And you'll get to work and play with some pretty fun humans who value the role of HR professionals and welcome your input and support.

We're transforming our business in every possible way and 2021 is our year for massive reorganization and harmonizing processes and systems from five distinct entities. If you immediately thought, "Whoah, change management 101! How are employees adapting to the cultural shifts?" we like the way you think. And if you are tech savvy with many recent wins where you identified how technology could enhance experiences, be that yours, potential recruits' or existing employees', we definitely like the way you think.

In this new role, here are some activities you'll focus on, with all kinds of opportunity to lead projects to advance initiatives that have company-wide impact (translation: we like to share the spotlight, so you'll get attention and kudos for your effort):

- Help us grow. Be an active and visible ambassador, engaging with post-secondary, professional service firms, vendors, other industry partners, to identify potential candidates and entice the best of the best to join us.
- Keep us current. Review our internal policies and procedures, eliminating any gaps, and updating content and delivery, so the information is accessible, used and useful for everyone.
- Manage and measure our efforts. We don't need a statistician, but we do need data to support our decisions and forecasting, and methods to manage it.
- Engage and connect, from outstanding onboarding to ongoing internal relationships, you've got great ideas how to do that across our geographically dispersed operations.
- Support our people managers with their employee-facing responsibilities, especially around recruitment.

Your calm and reasoned approach to delivery is based on solid knowledge of employment standards and how to interpret and apply relevant legal considerations for some of the more complex scenarios you'll encounter. If you have post-secondary education in human resources, at least three years working in a professional environment in a dedicated HR position, a great sense of humour, growth mindset and ambition to keep learning and achieving, please get in touch.



We want to get to know you better—what motivates you, your communication style, how you make decisions—so ask all applicants to complete this short assessment by following this [link](#) to the Predictive Index. We promise: The Predictive Index is not an aptitude test, and there are no right or wrong answers.

Please apply to careers@waterplay.com with “HR Guru” in the subject line or via mail, to:

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We're grateful for everyone who invests time and energy to apply and we will directly contact those of you we're keen to learn more about.