The University of Waterloo seeks a Chief Human Resources Officer (CHRO) who will play a key role in strategic planning and provide high-level vision and human resources leadership in service to Waterloo’s mission.

In 1957, Waterloo opened its doors to 74 engineering students with co-operative education as its cornerstone. Today Waterloo is the number one University in Canada for experiential learning and employer-student connections, with more than 42,000 students attending each year and home to the world’s largest post-secondary co-operative education program, embracing its connections to the world while encouraging enterprising partnerships in learning, research, and commercialization. With a global network spanning more than 220,000 alumni in 151 countries, Waterloo attracts world-class scholars including a Nobel Laureate, leads in providing work-integrated learning opportunities with 7,100+ active co-op employers and fosters an entrepreneurial spirit that’s created 5,000+ jobs through Velocity alone, Canada’s most productive start-up incubator by private investment.

For the last 30 years, Waterloo has consistently ranked highest as Canada’s most innovative university by Maclean’s magazine. Strategically located in the innovation and disruption hub of Canada, the Toronto-Waterloo innovation corridor, Waterloo is part of a network of 15,000 tech companies, 200,000 tech workers, and 5,200 tech start-ups within a 112 km region that represents the second largest technology cluster in North America.

With campuses, education centres, and academic partnerships spanning the globe, Waterloo is shaping the future of the planet. Waterloo has developed a reputation for the excellence and relevance of its undergraduate and graduate education, delivered through six faculties: arts, engineering, environment, health, mathematics, and science. Waterloo continues to spur innovation to solve problems on a global scale.

Human Resources (HR) at Waterloo works in partnership with the faculties and academic support units to serve the human resource needs and strategic goals of the Waterloo community. HR is dedicated to attracting, developing, and retaining an exceptional workforce and promoting a culture of inclusion; providing valued benefits and compensation programs; fostering personal and professional development; and supporting the goals and directions of Waterloo’s strategic plan.

The CHRO is a member of the Waterloo’s Executive Council and reports to the Vice-President, Administration and Finance. The CHRO supports Waterloo’s HR needs through policy development and leadership of service delivery portfolios, ensures compliance with legislation, and provides guidance and counsel to senior leadership regarding a wide range of HR and employee relations issues. The CHRO supports Waterloo’s strategic plans by translating strategy into practice by attracting and retaining the best talent available, enhancing efficiency in systems and processes, and recognizing that employees, through their engagement, development, and leadership, are essential to Waterloo achieving its status as a world-class educational institution.

Waterloo champions a culture of curiosity, exploration, risk-taking, entrepreneurship, global stewardship, and leadership. As the ideal candidate, you are a role model in championing leadership, learning and growth and exemplify the values of Waterloo’s unique culture. You are a collaborator who builds mutually beneficial relationships, and you have experience working in a complex environment.

**Experience and Qualifications**

- A master’s degree in human resources, business administration, or a related field. An industry-recognized
Chief Human Resources Officer, University of Waterloo

professional designation will be an asset;

• Broad experience in a senior human resources role within an academic environment or other relevant, complex environment;
• Demonstrated creative, analytical thought leadership and the ability to nurture and foster collaboration and collegiality among a wide variety of stakeholders;
• Knowledge and experience in implementing progressive policies, practices and procedures that reflect a highly functioning HR portfolio;
• Demonstrated experience developing and implementing strategic human resource plans;
• Understanding of Canada's Human Resources industry and trends, relevant policies, procedures, best practices, and legal and legislative frameworks including pertinent sections of the Ontario Occupational Health and Safety Act, Ontario Human Rights Code, Accessibility for Ontarians with Disabilities Act, and relevant case law;
• Successful experience planning, leading, navigating, and effecting change/transformation within a complex unionized environment;
• Demonstrated experience in collective bargaining, grievances, labour dispute resolution, and arbitration;
• Evidence of building and managing successful partnerships and results-oriented teams;
• Experience and capacity to integrate equity, diversity, inclusion, antiracism principles, acting on workforce trends, adapting to environmental changes to support a progressive, future-focused workplace culture; and
• Ability to define, promote and champion the Human Resources value proposition.

If you’re interested in this opportunity, kindly submit your application online at: www.kbrs.ca/Career/17199. For additional information, please contact Amorell Saunders N’Daw at asaundersndaw@kbrs.ca or Bola Moradeyo at bmoradeyo@kbrs.ca.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Waterloo is committed to implementing the Calls to Action framed by the Truth and Reconciliation Commission. We acknowledge that we live and work on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples. Waterloo is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River.

Waterloo values the diverse and intersectional identities of its students, faculty, and staff. Waterloo regards equity and diversity as an integral part of academic excellence and is committed to accessibility for all employees. Waterloo seeks applicants who embrace our values of equity, anti-racism, and inclusion. As such, we encourage applications from candidates who have been historically disadvantaged and marginalized, including applicants who identify as First Nations, Métis and/or Inuk (Inuit), Black, racialized, a person with a disability, women and/or 2SLGBTQ+.

If you require accommodation in order to participate as a candidate in the recruitment process, please contact accommodate@kbrs.ca or communicate your needs to the recruitment professionals named in the job advertisement.