

INTEGRITY, FAMILY, EXCELLENCE, CREATIVITY

Human Resources Business Partner

Elevate Your Career with Integra Engineering

For over 26 years, Integra has been a key player in the energy sector, specializing in EPC services for upstream and downstream oil and gas facility development. Our work spans Western Canada and has reached international markets such as Argentina and Yemen. Our commitment to quality, environment and safety is solidified through our ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 as well as COR certifications.

Your Role with Us

As our Human Resources Business Partner, reporting directly to the General Manager, you will play a key role in driving our HR strategy forward. This position is about more than managing resources; it's about fostering a culture of productivity, engagement, and innovation. Your efforts will directly influence our company's growth and the success of our projects.

Impact and Responsibilities

- Develop and execute HR strategies that align with our strategic goals, nurturing a culture geared towards innovation and excellence.
- Oversee comprehensive HR operations including recruitment, employee relations, performance management, and adherence to employment laws and regulations.
- Innovate and implement HR policies and procedures, ensuring consistency and compliance and alignment with organizational goals.
- Lead talent acquisition and onboarding, attracting and integrating top talent.
- Manage and evolve compensation and benefits programs to maintain competitiveness and fairness, positioning Integra as an employer of choice.
- Enhance employee relations through effective communication strategies, conflict resolution, and engagement initiatives.
- Implement performance management and talent development frameworks that drive productivity and professional growth.

Who We're Looking For

A professional with:

- Demonstrable leadership skills and exceptional communication abilities, enabling strong connections across the company.
- A proven record in developing and driving HR strategies that have materially impacted organizational success.

- Expertise in HR practices, employment law, and a deep understanding of the organizational dynamics of the energy industry and/or professional services firms.
- The ability to manage sensitive employee relations matters with discretion and professionalism.
- Strategic foresight to anticipate HR needs and proactively develop solutions.
- Experience in fast-paced, technically driven, project-based environments.

Qualifications

- Diploma or Degree in Human Resource Management.
- A Chartered Professional in Human Resources (CPHR) designation or equivalent is considered an asset
- 10+ years of HR Generalist experience, with a preference for backgrounds in the energy industry or professional services sectors.

Why Choose Integra?

Integra is more than a company; it is a place where you can make a real difference. We offer a competitive compensation package, including an attractive base salary and comprehensive benefits. Join us and contribute to a company that values integrity, excellence, creativity and a sense of community.

Interested?

Contact Sherri Stephens, Human Resources Advisor, to learn more about this exciting opportunity.

- Work Phone: (780) 875-8847 Ext. 243
- Cell Phone: (780) 875-8969
- Email: sstephens@integraeng.ca

At Integra, you're not just taking a job; you're stepping into a role that empowers you to shape the future of an industry-leading company.