



PEOPLE BUSINESS PARTNER

Job Type: Full Time / Permanent

Location: Guelph, ON

Would you like to be a part of a revolution in agriculture in Canada? If so, we would love to hear from you!

At GoodLeaf Farms we are a proud Canadian company at the forefront of innovation, striving to grow food security for communities from coast to coast. We are breaking ground in an industry that is quickly proving itself to be sustainable, not only environmentally but economically and socially as well. We are focused on producing ultra-fresh greens, 365 days a year using no harsh chemicals, a carbon footprint that is just half that of a traditional farm and using less than 10% of the water traditionally used, to create a world where plants thrive!

WHY WORK AT GOODLEAF FARMS?

It is our commitment to provide you with the work environment and tools necessary to be successful in your role. We hope that you will find your work here rewarding, challenging, and meaningful.

- You will have the opportunity to take your career to the next level. GoodLeaf is growing and we want you to grow along with us!
- We have an entrepreneurial and inclusive spirit with the heart of a startup.
- We foster an environment of cooperation and communication.
- We have competitive compensation and benefits

Every day at GoodLeaf Farms we get to help solve the challenge of food security for communities across Canada and do it in innovative ways that inspire healthy lifestyles. We think that's exciting and the best reason of all to join us!

WHAT WE ARE LOOKING FOR

We are looking for you to be responsible for the strategic and tactical execution of human resources programs and initiatives while serving as an allied business partner for internal client groups.



WHAT YOU WILL BE DOING

This role will work in-office at the Guelph location, and have the following responsibilities:

- Ensure the Guelph Farm is fully staffed, which includes executing full-cycle recruitment when and if required
- Deploy employee retention strategies
- Implement and manage HR strategies, practices, and processes
- Create, track and provide regular updates on HR, H&S and disability KPI's
- Coordinate, implement and lead employee engagement initiatives and events
- Identify training gaps, implement training/development initiatives, and create succession plans to support business needs
- Investigate employee incidents and disability claims and advise management on next steps
- Update and ensure compliance in all health & safety matters – documentation, onsite inspections, first aid programs, JHSC, posting requirements, etc...
- Train and coach leadership on various key skills (ie. Incident investigation & reporting, performance management, employee motivation, etc.)
- Manage the WSPS Safety Excellence program
- Update and maintain policies and manuals
- Ensure benefits and pay matters are accurate and timely
- Monitor and audit the time & attendance process

MUST HAVE'S

- 4+ years of progressive HR Experience in an HR Generalist or HRBP capacity
- Completion of a college diploma or university degree in RH Management or related field
- Experience in a manufacturing facility
- Experience in disability claim management
- Demonstrated experience creating successful employee engagement and retention solutions
- Highly adaptable and flexible to work early mornings, evenings or weekends, when required
- Strong ability to negotiate and influence
- Experience coaching front-line leadership and building development programs
- Excellent communication and interpersonal skills



NICE TO HAVE'S

- Experience in a food processing facility in an HRBP capacity
 - Experience with building comp structures, and disability management
 - Experience implementing HR platforms (ie. HRIS)
 - Fluency in French
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GoodLeaf Farms is an equal opportunity employer and prohibits discrimination and harassment of any kind. All employment decisions at GoodLeaf Farms are based on business needs, job requirements and individual qualifications, without regard to race, colour, age, religion, sex, sexual orientation, gender identity, national origin, or disability status.