



The John Noble Home

requires a **Human Resources Manager**

SURROUNDING COMMUNITIES

A growing community of approximately 136,000 residents, the **City of Brantford and Brant County** is located on the exceptional waters of the Grand River and is a designated Canadian Heritage area. Brantford has a relaxed community lifestyle, a diverse economic base, and quality residential, educational, and cultural amenities.

ORGANIZATION BACKGROUND

The **John Noble Home** is the municipal long term care home with shared ownership by the Corporation of the City of Brantford and the Corporation of the County of Brant. The John Noble Home consists of 156 long term care beds with planned expansion, a community-based day program and a senior's apartment building.

POSITION SUMMARY (detailed job description available upon request)

Reporting to the Administrator, the Manager of Human Resources provides leadership, strategic guidance, and oversight of all HR functions within the Home. This role supports organizational excellence by ensuring effective workforce planning, recruitment and retention, employee relations, performance management, and compliance with applicable legislation and policies.

The Manager serves as a strategic advisor to the Administrative Team, promoting a positive workplace culture, supporting organizational development initiatives, and ensuring that HR practices align with the Home's mission of delivering high-quality resident care.

QUALIFICATIONS & REQUIREMENTS

- Bachelor's degree in Human Resources, Business Administration, or a related discipline (Master's degree or MHA preferred).
- Minimum 3+ years of HR leadership experience, ideally within long-term care or the healthcare sector.



- CHRP designation required; additional certifications such as SPHR, PHR, SHRM-SCP, or SHRM-CP are considered strong assets.
- Demonstrated knowledge of relevant legislation, including the Employment Standards Act, Occupational Health and Safety Act, Fixing Long-Term Care Act, WSIB requirements, PIPEDA, and the Canadian Labour Code.
- Experience in labour relations, including collective bargaining, grievance resolution, and contract interpretation in unionized and non-unionized environments.
- Proven ability in recruitment, onboarding, performance management, investigations, policy development, and HRIS-based reporting and analytics.
- Strong leadership, communication, interpersonal, and strategic planning skills.
- Participation in the after-hours on-call rotation (typically four times per year).
- Ability to travel between work sites as required.
- Successful completion of a Vulnerable Sector Check (dated within the last three months).
- Candidates may be required to participate in a skills assessment process.

SALARY RANGE: \$42.89 – \$45.06 per hour (based on a 37 ½ hour work week) plus comprehensive healthcare/dental benefits and OMERS pension.

Qualified candidates are invited to send a detailed resume and cover letter by **February 20, 2026 at 1:00 p.m., to the attention of:**

Human Resources Department
John Noble Home
97 Mt. Pleasant St.
Brantford, ON N3T 1T5
Fax: (519) 756-7942
E-Mail: hr@jnh.ca
pdf or doc or rtf format please

Information gathered relative to this position will only be used for candidate selection.

We thank each applicant for taking the time and effort to submit your resume, however, only candidates to be interviewed will be contacted.

Our organization is committed to promoting the independence, dignity, integration, and equality of opportunity of persons with disabilities by ensuring the accessibility of our facilities and services. Accommodations are available for all parts of the recruitment and selection process. Applicants need to make their required accommodations known in advance.