



Manager of Human Resources

John Noble Home

Organization Background:

The John Noble Home is a 196 not-for-profit long-term facility situated in Brantford is seeking to fill the position of Temporary Full-Time Director of Care leadership and oversight to the Nursing Department, ensuring the delivery of safe, high-quality, resident-centred care in accordance with applicable legislation, CNO standards, Ministry of Long-Term Care requirements, and organizational policies and procedures.

Position Summary:

Reporting to the Administrator, the **Manager of Human Resources** provides strategic leadership and operational oversight of all human resources functions within the Home. This role is responsible for aligning HR strategy with organizational priorities to support the delivery of high-quality resident care.

The Manager of Human Resources acts as a trusted advisor to leadership, leading labour and employee relations, ensuring regulatory compliance, and driving initiatives that enhance workforce engagement, performance, and organizational effectiveness. This role also provides direct oversight to the HR Associate.

Qualifications:

- Bachelor's degree in Human Resources Management, or a related field (Master's preferred)
- Minimum 5-7 years of HR leadership experience, ideally within long-term care or healthcare
- CHRP or CHRL designation required
- Must have experience working in a unionized environment, including collective bargaining
- Experience with job evaluation, pay equity compliance, and compensation program design
- Strong knowledge of Ontario employment legislation and the Fixing Long-Term Care Act, 2021
- Proven ability to influence, coach, and partner with senior leadership
- Strong verbal and written communication, negotiation, and strategic thinking skills
- Demonstrated experience in workplace investigations, conflict resolution, policy development, and HR program design

Major Responsibilities:

- Develop and execute HR strategies aligned with organizational goals and LTC regulatory requirements
- Provide expert guidance to leadership on workforce planning, organizational design, and change management

- Manage all labour relations activities, including collective bargaining, contract administration, and union engagement
- Manage grievance processes, dispute resolution, and arbitration preparation
- Manage complex employee matters including discipline, terminations, and accommodations
- Lead workplace investigations and manage complex employee and labour relations issues
- Oversee talent management, including recruitment, retention, and performance management
- Develop and implement HR policies, programs, and best practices
- Manage the compensation and benefits strategy
- Leverage HR data and analytics to support decision-making and continuous improvement
- Prepare and present HR-related reports and recommendations to the Committee of Management, as required
- Provide leadership and oversight to the HR Associate
- Ensure compliance with all applicable legislation, regulations, and internal policies
- Participate in management after-hours on-call rotation
- Other duties as assigned

Salary Range: \$113,665–\$119,418 a year (based on a 37 ½ hour work week) plus OMERS and a comprehensive benefits plan.

To Apply:

Interested candidates should forward their resume in confidence to:

Sydney Pruder, Human Resources, John Noble Home, spruder@jnh.ca 97 Mt. Pleasant Street, Brantford, ON N3T 1T5

Job Posting: JA-016-26

Deadline: September 25, 2026

If selected for an interview, you will be contacted by email and/or phone. Please ensure the contact information provided on your resume is up to date and that you check your email and voicemail regularly.

NOTE: Personal information collected through the job application process will only be used for the purpose of determining qualifications for employment.

John Noble Home is an equal opportunity employer and welcomes applications from all interested parties. We are pleased to accommodate individual needs of job applicants throughout the recruitment and selection process in accordance with the Ontario Human Rights' Code and the Accessibility of Ontarians with Disabilities Act, 2005 (AODA). If you require accommodation at any time throughout the process, please speak with the Hiring Manager.