DIRECTOR OF HUMAN RESOURCES

Collicutt Energy Services is a solutions-driven engine company specializing in manufacturing, repair, overhaul, and maintenance of industrial engines and power generation equipment. We are committed to developing our people, maintaining a strong safety culture, and building an organization where accountability, teamwork, and continuous improvement drive success.

We are seeking an experienced **Director of Human Resources** to lead our Human Resources and Health, Safety & Environment (HSE) functions across our Canadian and US operations and subsidiaries.

Reporting directly to the **President**, this senior leadership role combines strategic planning with hands-on operational leadership. We're looking for someone who can influence executive decisions, develop strong leaders, navigate complex employee matters, and align our people, culture, and safety initiatives with business objectives.

What You'll Be Doing

- Provide strategic leadership and direction for HR and HSE across Canadian and US operations.
- Partner with executive leadership on workforce planning, organizational development, succession planning, and business strategy.
- Oversee HSE programs, regulatory compliance, risk management, and continuous safety improvement.
- Lead talent acquisition, employee development, performance management, and employee engagement initiatives.
- Advise leadership on complex employee relations matters, investigations, disciplinary actions, and terminations.
- Oversee compensation, benefits, payroll, RRSP, and 401(k) programs.
- Develop and maintain HR/HSE policies, processes, and compliance across multiple jurisdictions.
- Lead HR/HSE teams, improve systems and processes, and foster a culture of accountability, collaboration, and continuous improvement.

What You Bring

Required:

- Bachelor's degree in Human Resources, Business Administration, or a related field.
- **Minimum 5 years of progressive HR leadership experience**, including responsibility for HR functions, programs, or teams.
- Strong understanding of employment legislation, labour relations, and occupational health and safety requirements.
- Hands-on experience with recruitment, onboarding, payroll, benefits, and employee relations.
- Demonstrated experience developing HR policies, programs, and organizational initiatives.
- Proven ability to coach, influence, and advise senior leadership.
- Strong business judgment, problem-solving, communication, and decision-making skills.
- High level of professionalism, integrity, discretion, and adaptability.

Preferred:

- **CPHR designation or actively working toward designation.**
- Experience supporting multi-jurisdictional operations in Canada and/or the United States.
- Experience in a mid-sized or growing organization.
- Familiarity with HRIS, payroll, and benefits systems, including PayWorks, ADP, or similar platforms.

What's in it for you?

- Competitive executive compensation
- Comprehensive group benefits
- RRSP matching program
- Senior leadership opportunity reporting directly to the President
- Opportunity to influence organizational strategy, culture, and safety
- Collaborative leadership environment
- Long-term professional growth and development

How to Apply

Submit your resume to hr@collicutt.com with **Director of Human Resources** in the subject line.