

Are you ready to be a part of something bigger? As one of Canada's Best Managed Companies, Mega Group values the talents and abilities of our employees and seeks to foster an open, cooperative, and flexible environment in which employees can thrive. Being a proudly Canadian company means we're always looking for smart, enthusiastic, and passionate team members who reflect the communities we serve. Join our team today and take pride in helping our neighbours turn their businesses into success.

Make an impact with our Human Resources team as a **Sr. Director, Human Resources** in our **Saskatoon or Boucherville** office.

What you will do:

- Foster an employee-oriented culture that emphasizes quality, continuous improvement, and high performance
- Develop, recommend, and implement HR policies and procedures for the company
- Design, develop, and execute best practices for core HR policies and programs, succession and career planning, performance management, recruitment, and employee retention
- Provide advice and recommendations to management on matters relating to HR
- Lead, develop, and support the Senior Leadership Team, including leading monthly meetings
- Work closely with the Board of Directors and the Compensation Committee, providing HR advice, reports, and metrics
- Oversee the recruitment process, ensuring proper workforce planning and strategy
- Develop, monitor, and report on the annual HR budget
- Lead and execute an annual salary review process company wide
- Ensure effective benefit and compensation policies, practices, and systems are in place
- Contribute to the development of the Annual Operating Plan
- Oversee the Mega University Program
- Oversee the annual Employee Engagement Survey and create and manage the corporate engagement initiatives
- Oversee and approve the Employee Rewards Programs
- Ensure appropriate communication to staff regarding matters related to HR
- Oversee and provide mentorship to the HR team
- Active member of the ELT, SLT, and other leadership teams
- Develop and communicate a vision for the HR team
- Lead the HR team in delivering the HR initiatives determined by the Annual Operating Plan

What you offer:

- Bachelor's degree in Human Resources or related field is required
- Certified Professional in Human Resources (CPHR) designation or equivalent is required
- Minimum seven (7) to ten (10) years of progressively responsible experience in the human resources field
- Minimum three (3) years of experience in a HR leadership position
- Proficiency (written and oral) in both English and French is required, as this position requires regular communication with English and French speaking employees, members, and vendors across Canada and the United States
- Excellent written & oral communication skills
- Experience working with a Board would be considered an asset



What we offer:

- Health and Dental coverage
- Health Care Spending Account
- Lifestyle Account
- Gainshare
- RRSP Plan
- Employee Assistance Program
- Social and charity committees
- Hybrid work possibilities
- Healthy work-life balance
- Positive company culture
- Training and development opportunities
- The personal fulfillment of supporting local businesses

Who we are:

Making independent retailers stronger is not just a tagline, it is our entire reason for being. For 60 years, Mega Group has provided a competitive edge to like-minded Canadian independent home goods retailers by providing programs and services that save them time and money. Entirely member-owned, Mega Group provides the combined expertise and scale in the areas of Retail financial support, Digital business, and Business Fundamentals that our members cannot easily access or afford on their own.

Want to learn more? Check out our [website](#) and follow us on [Facebook](#).

Our goal is to support local businesses. We believe the best way to do that is by building a team with various backgrounds, cultures, and perspectives to help make our vision a reality. Diversity and inclusion fuel our innovative solutions and unite us with our members and the communities we serve. We have a nationwide, multicultural, and diverse member base - we want to reflect that inside our walls.