

# Vice President, Human Resources Toronto, ON (Hybrid)

## COMPANY INFORMATION

Wesdome is a Canadian focused gold producer with two high grade underground assets, the Eagle River mine in Ontario and the recently commissioned Kiena mine in Quebec. The Company's primary goal is to responsibly leverage this operating platform and high-quality brownfield and greenfield exploration pipeline to build Canada's next intermediate gold producer. Wesdome trades on the Toronto Stock Exchange under the symbol "WDO," with a secondary listing on the OTCQX under the symbol "WDOFF".

## SUMMARY

### **ABOUT YOU – Strategic, Versatile, Collaborative, Agent of Change**

As a collaborative and versatile HR Executive, with a proven track record of building and delivering scalable and sustainable HR delivery service models and operations infrastructure, you have the ability to see the big picture and implement structured solutions that enable a business to evolve and achieve high performance. You are an innovative and forward focused leader, strategic in your thinking on the delivery of HR services. You thrive in fluid environments and adapt quickly to respond to the needs of the organization, while developing strong and engaged teams in rapid growth companies.

### **ABOUT THE OPPORTUNITY – Lead through a Transformative Time**

The Vice President (VP), Human Resources (VP HR) will act as a key executive business partner responsible for providing executive level leadership and guidance to the organization's HR strategy and operations. The VP HR provides the framework for planning, designing, implementing, and evaluating legally compliant HR programs, policies, and procedures, and identifying and implementing long-range strategic talent management goals. As a member of the Senior Leadership Team (SLT) and reporting to the Chief Executive Officer (CEO), the VP HR plays a key role in achieving Wesdome's strategic objectives, ensures a dynamic and thriving workplace that aligns with the Company's mission, values and chosen culture. The VP HR builds strong relationships and connections across all business sites to ensure Wesdome enables behaviors that support its values.

### **POSITION RESPONSIBILITIES**

#### **A DAY IN THE LIFE of the Vice President, Human Resources at Wesdome**

- **Business Executive.** Works closely with the President & CEO to formulate the Company's future direction, organization structure, strategic HR objectives, business strategies and supporting tactical initiatives; monitor and direct the implementation of strategic business plans.
- **People & Culture Strategist.** Ensures company values and culture are sustained; takes a lead role in fostering a professional environment focused on building

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employee retention, innovation, talent development and operational excellence.

- **Change Champion.** Creates organizational capacity for change, leading and sponsoring programs that promote organizational flexibility and effectiveness.
- **Executive Coach.** Provides strategic HR and organizational development expertise and advice to CEO and Executive team.
- **HR Operations Advisor.** Supports the company and staff in achieving excellence in operations from an HR point-of-view. Serves as the primary point of contact for all significant HR issues and ensure excellent leadership, service delivery, management and direction to the company
- **HR Service Model Architect.** Leads objectives related to organizational design and succession planning – working with talent management partners to ensure that a continuing talent pool of skills and leadership is available to drive the business. Collaborates with CEO and Executive team in the implementation of enterprise initiatives related to organizational and employee development.
- **Collaborator.** Works with Communications, IT and HR partners to deploy an effective communications strategy to provide updates on current business performance and allow employee feedback on issues affecting workplace.
- **Subject Matter Expert.** Provides strategic compensation, benefits and recognition strategy advice to CEO and Executive team. Oversees all compensation, benefits and employee wellness programs, policies and practices, and ensure compliance with all regulatory requirements.
- **Workforce Designer.** Oversees the development and implementation of Talent Acquisition strategies, plans and programs to ensure the needs of the Company are achieved. Provides strategic leadership and support in the development and implementation of strategies, frameworks and plans, and supporting infrastructure, for learning and development, training and leadership development including succession planning, mentoring and coaching towards building a high-performance collaborative company.
- **Steward of the Organization.** Provides strategic direction and guidance in establishing an efficient, effective, compliant, service oriented and sustainable governance structure to meet the business needs in achieving the company's objectives. Provides guidance and framework translating HR processes and procedures into integrated and sustainable HR systems that align with HR Technology Strategy. Establish a multi-year strategic roadmap of HR Systems Strategy for Human Capital Management (HCM), performance management system, Learning Management System (LMS) and Applicant Tracking System (ATS).

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- **Team Leader.** Manage directly and indirectly reporting staff, oversee and participate in selection, coaching, mentoring, development, performance management and all other people-management practices.

### QUALIFICATIONS & EXPERIENCE

- Bachelor's degree in Commerce/Business or Human Resources;
- A Human Resources (CPHR) designation or equivalent;
- 10-15 years of progressive HR experience in leadership roles, with deep experience in mining, resources, manufacturing or related industries;
- An equivalent combination of education and experience may be considered;
- Prior experience in large, global, high growth organizations;
- Experience in partnering with executive leaders and supporting strategic initiatives;
- Adaptable and thrives in a fast paced, changing and matrixed environment;
- Successful track record and demonstrated achievement as a strategic HR business partner, coaching, providing counsel and valued insights to executive level business leaders;
- Prior experience with mergers and acquisitions or large-scale project management roles in a global organization in required;
- Business focused and results oriented with a bias for action;
- Agile and able to shift quickly from tactical to strategic;
- Prior experience supporting senior executive teams with a track record of proactive decision-making and driving results through their strong leadership skills;
- Proven experience in coaching, influencing, facilitation, presentation, communication process development, analysis and problem solving;
- Exceptional communication skills, ability to operate at all levels of the organization;
- Strong consulting and project management skills, comfortable working as an individual contributor, leading a project team or managing a disbursed workforce;
- Strong business and financial acumen;
- High potential, agility, adaptability with strong technical HR skills;
- High level of comfort with data and analytics;
- English / French (bilingual) language skills an asset.

We wish to thank all applicants for their interest and effort in applying for the position.  
However, only candidates selected for interviews will be contacted.

APPLICATION PROCESS ▶ Email: [HR.Resumes\\_Corporate@wesdome.com](mailto:HR.Resumes_Corporate@wesdome.com)

Wesdome prides itself on being an equal opportunity employer committed to responsible mining practices and building a diverse and inclusive workforce. We are pleased to consider all qualified applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, disability, or Aboriginal status.



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Disability-related accommodations are available on request for candidates taking part in all aspects of the selection process. In accordance with the Accessibility for Ontarians with Disabilities Act, 2005 (the "Act"), Wesdome is committed to hosting and maintaining an accessible environment.

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