



## Human Resources Manager

### About Collicutt Energy Services

Collicutt Energy Services is a leading provider of energy solutions, specializing in engine rebuilds and servicing, and the sales, service, and rental of industrial generators, power systems, and related equipment. Our commitment to excellence, innovation, and customer satisfaction has established us as a trusted partner in the energy sector. We are seeking a dynamic and experienced Human Resources Manager to join our team and drive our HR strategy.

Our Core Values:

*No One Gets Hurt ~ We Are Like a Family ~ Do What's Right ~ Do What You Say ~ It's Fun to Win ~  
Finding a Better Way*

### Position Overview

The Human Resources Manager will play a crucial role in shaping and executing our human resources strategy to support the company's growth and operational goals. This role supports our teams in both Canada and the US (specifically California). The role involves overseeing all aspects of human resources, including recruitment, talent management, employee relations, compensation and benefits, training and development, and compliance with labor laws and regulations for both our *Canadian and US divisions*.

### Responsibilities

- **Strategic HR Leadership:** Develop and implement HR strategies aligned with the company's goals and objectives. Partner with senior management to drive organizational performance and culture.
- **Talent Acquisition and Management:** Oversee the recruitment process to attract top talent. Implement effective onboarding, retention, and succession planning strategies.
- **Employee Relations:** Foster a positive work environment through effective conflict resolution, employee engagement initiatives, and support for employee well-being.
- **Compensation and Benefits:** Design and manage competitive compensation and benefits programs. Ensure alignment with industry standards and organizational goals across both companies.
- **Training and Development:** Develop and implement training programs to enhance employee skills and career development. Promote a culture of continuous learning and improvement.
- **Compliance and Reporting:** Ensure compliance with all applicable labor laws and regulations. Maintain accurate HR records and reports.
- **HR Policy Development:** Develop, implement, and update HR policies and procedures to reflect best practices and legal requirements.



## Qualifications

- **Education:** Bachelor's degree in Human Resources, Business Administration, or a related field. Master's degree or HR certification (e.g., SHRM-CP, SHRM-SCP) is preferred.
- **Experience:** Minimum of 10 years of progressive HR experience, with at least 5 years in a leadership role. Experience in the energy or industrial sector is an asset.
- **Skills:**
  - Strong knowledge of HR principles, practices, and employment laws in both Canada and California.
  - Excellent leadership, communication, and interpersonal skills.
  - Ability to develop and implement HR strategies that align with organizational goals.
  - Proficiency in HR software and systems.
  - Strong problem-solving and decision-making abilities.

## How to Apply

Interested candidates are invited to submit their resume and cover letter outlining their qualifications and experience to [hr@collicutt.com](mailto:hr@collicutt.com).

Collicutt Energy Services is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.