



2025-08-25

ENWIN Utilities Ltd., is currently accepting applications for the vacant position of:

Human Resources Partner

Location: Windsor, ON (Hybrid)

Reporting to the Manager People and Culture, the Human Resources Partner (HRP) serves as a strategic HR partner to the organization and ensures the alignment of HR strategies with business objectives. Collaborating with leaders, the HRP manages Compensation, Benefits, HR policies, Talent Management, Labour Relations, Talent Acquisition, Disability Cases, and Payroll. Working with senior HR leaders, the HRP contributes to People Strategy initiatives, leveraging technical expertise in HR Information Systems to enhance productivity. Responsibilities include collective agreement interpretation, grievance resolution, advising on performance and discipline, payroll and compensation administration including job evaluations and pay equity reviews, claims management, and return-to-work processes. The HRP supports collective bargaining, recommends changes for talent attraction and retention, and enhances HR systems. As a key advisor to the respective operational areas, the HRP coaches on talent management, legislation updates, and HR policies. Collaborating with various stakeholders, the HRP contributes to developing programs for positive people-centric change.

The successful applicant must have the following skills and competencies:

- University Degree in Business or related discipline with a minimum of five (5) years of similar or related experience; OR a College diploma in a related field with a minimum of ten (10) years' similar or related experience.
- Working knowledge of multiple HR disciplines including compensation practices, organizational diagnosis, employee and union relations, diversity and inclusion, performance management, employment laws, talent attraction, retention.
- Experience in the development and implementation of HR programs preferred.
- Certified Human Resources Professional (CHRP or CHRL) an asset.
- National Construction Safety Officer (NCSO), Canadian Registered Safety Professional an asset.
- Canadian Payroll Certification an asset.
- Experienced in project management and change management.
- HRIS experience (SAP, SuccessFactors preferred)
- Experience with Disability Claims Management.
- Strong Microsoft Office experience Word, Excel, Power Point.
- Experience in implementing successful Diversity and Inclusion initiatives.
- Experience working in a unionized environment.
- Experience in COR or other HSMS.

Salary Range for Qualified Candidates: \$107,996 - \$119,995

Qualified applicants may submit their resume at <https://www.applicantpro.com/openings/enwin/jobs> up to and including **Sunday, September 7, 2025. Please quote File #EWU-25-01-029 on application.** Although all applications are appreciated, only those candidates selected for an interview will be contacted.

ENWIN Utilities Ltd. provides accommodation in accordance with applicable laws through all stages of the hiring process. If you require accommodation for any part of the application and hiring process, please advise the Human Resources Department.

ENWIN believes there is significant value in the diversity within our workforce and we are committed to continually enhancing and improving diversity and inclusion throughout our organization. As an equal opportunity employer, we encourage all qualified individuals to apply for employment opportunities and believe that strength flows from our individual differences and enables us to effectively serve our community.