



Human Resources Business Partner Position at WDBA

Company Profile

Windsor-Detroit Bridge Authority (WDBA) offers a unique opportunity to make a lasting contribution to the largest bi-national infrastructure project in North America today – the Gordie Howe International Bridge. Join our Canadian Crown corporation in fulfilling our mandate to build and operate this new international bridge at the busiest commercial land border crossing between Canada and the US.

The Gordie Howe International Bridge project is a once-in-a-generation undertaking. Worth \$6.4 billion (CDN), the project includes the delivery of four major components: the longest cable-stayed bridge in North America, the largest Canadian and US Ports of Entry (POE) along the Canada-US border, and a new interchange creating a direct connection into the Michigan Interstate system.

About this Opportunity

At WDBA, we value our people and their contributions in an environment of trust, support and dedication. The Human Resources Business Partner (HRBP) will be responsible for executing all day-to-day tactical aspects of the Human Resources (HR) department. This includes contributing to the attraction, support and retention of top talent, supporting the development and implementation of policies, procedures and HR programs. Assisting with planning, administration, coordination and implementation of human resources initiatives, activities and programs, including recruitment, compensation, performance management, benefits, training & development, and employee relations. The position will be a first point of contact on a variety of general HR inquiries and will support a positive employee experience.

Position Requirements

- University/college degree or diploma in Human Resources or Business Administration degree with a concentration in Human Resources
- Certified Human Resources Leader (CHRL) designation or equivalent, considered as asset
- DEI&A Certification considered an asset
- 2-3 years' experience working in a client focused HR generalist role
- Working experience building and implementing an HCM or HRIS
- Demonstrated ability to effectively and professionally communicate orally and in writing
- Strong time management and organizational skills and attention to detail to manage work, competing deadlines, and sensitive projects
- Ability to build and maintain positive relationships
- Team player, able to work effectively with all levels of the organization
- Self-starter with a high degree of initiative
- Professionalism, tact, and reasoning capabilities
- Ability to maintain confidentiality
- Able to adapt to rapidly changing priorities with a positive attitude
- Demonstrated problem-solving and influencing skills
- Intermediate/Advanced Microsoft Office
- Knowledge of Canada Labour Code, considered an asset
- Knowledge of current and awareness of emerging legislative obligations and their application in the workplace
- Knowledge of the Hay job evaluation tool, considered an asset
- Ability to obtain a [Government of Canada Personnel Screening/Security Clearance](#)
- Ability to travel within Ontario and Michigan
- Hours of work may include evenings and weekends



Working at WDBA

Our work offers a perfect balance of reward and challenge. Here are some of the amazing advantages of being part of our team:

- Work with dedicated and collaborative colleagues on a once-in-a-generation project
- Receive full-time employment with competitive compensation packages
- Have the opportunity for ample growth and development, including paid training options
- Be rewarded for being a high performer through our employee performance review program
- Join one of our many employee-led committees, including supporting the continued development of diversity, equity and inclusion within the workplace
- Enjoy a comprehensive health and dental package starting on your first day, including short-term and long-term disability benefits
- Be part of a defined contribution pension plan offered with up to 9% employee/employer match
- Discuss with your manager hybrid and flexible work options available, including a mixed remote and in-office work environment and flex-scheduling
- Take advantage of our extensive paid time-off benefits (vacation, personal days, volunteer day, and paid statutory holidays)
- Learn how we support “disengagement” as part of our corporate culture to achieve work-life balance
- Engage directly with our passionate and experienced leadership team

How to Apply

Qualified applicants may apply [HERE](#) or email their resume to recruitment@wdbridge.com up to and including August 1, 2024. Please quote file #WDBA-258. Resumes must be submitted electronically and are only accepted in MS Word or PDF format.

Although all applications are appreciated, only those candidates selected for an interview will be contacted.

This is a general position summary for a role vacancy at WDBA. A formalized job description or position outline is used to determine that the hiring goals and requirements for each WDBA position are achieved through a standard competition. The full position outline is provided to candidates selected to participate in the interview process and is to be accepted at the time of hire.

WDBA values talent and diversity as cornerstones of our success and is committed to creating a diverse and inclusive workforce that is reflective of our community and country. To support this commitment, we encourage applications from people of all races, ethnic origins, religions, abilities, sexual orientations, gender identities or expressions.