



The Techno-X Group and its companies are motivated by **family, innovation, and performance**.

Our willingness to surpass ourselves and push the limits allows us to revolutionize the field of safety, technology, customer service, and outdoor activity with our innovative products and services.

In order for us to continue our growth, we are looking for a **Director of Human Resources**.

In our growing company, you will provide leadership to the Business Partner Team and act as a strategic partner to the organization on key HR priorities and initiatives to create a distinctive culture and a great employee experience.

More precisely, you will have to:

- Develop a deep understanding of our organization and its market.
- Familiarize yourself with the business plan and the associated human resources priorities.
- Proactively assess and manage the impact of our current and future business needs on human resources.
- Support, align, and develop a performing and mobilized team.
- Bring a fresh perspective to existing human resources strategies, practices, and processes in order to maximize their impact and optimize them where necessary.
- Coaching employees and managers of all levels of the organization to identify opportunities and support them in developing an engaged and high-performing team.
- Work closely with your human resources colleagues to advise the organization on the most innovative and distinctive strategies to attract and retain best talents by creating a consistent and distinctive employee and manager experience.
- Also ensure that we stay connected to the best practices and emerging trends in human resources so that the Techno-X Group stays a key player in innovative practices.
- Mentor other HR team members to help us build a strong and inclusive team culture.
- Carry out your projects taking into account objectives, change management, communication, and timetables.
- Report and analyze key performance indicators to facilitate strategic business decisions and measure the return on investment of our various programs and initiatives.

The candidate will have success and a sense of accomplishments if they have:

The following experience, skills, and interests:

- First and foremost, you must be motivated by joining a growing company and therefore, be comfortable navigating gray areas, building foundations while being willing to put in the work, and fly at different altitudes.
- If this vision of the human resources function speaks to you:
https://www.linkedin.com/posts/melanielavoie_hr-humanresources-employeeengagement-activity-6772627608589926400-O1xW
- A strong interest in making the human resources function enabler of organizational performance and employee engagement.





- Leadership supported by great openness and an ability to lead teams to full performance.
- An open mind and a strong ability to generate innovative ideas and approaches in your field.
- Continually striving to provide a distinctive employee experience and to remain a relevant function for your organization.
- A bachelor's degree in human resources or any other relevant training.
- At least 7 years in a Human Resources Strategic Business Partner position and at least 5 years in a managing position with proven successes.
- Ability to communicate in both French and English (written/oral).

Why you should choose the Techno-X group

- A Human Resources and Communications Team that values mutual support, humor, and authenticity.
- A work environment where family, innovation and performance are valued!
- A work-life balance.
- A schedule flexibility for early and late risers.
- No traffic, you can mainly work from home (travels to Brossard, Victoriaville, and Montreal required on occasion).
- Free access to 24/7 online doctors.
- A diversified company where challenges are varied: it's impossible to get bored.
- A group insurance, because we are committed to taking care of our people.