



Director, Human Resources - 1 position	Posting #: 55330
Human Resources	Posting Date: July 31, 2025
St. Joseph's Hospital - London, ON	Submission Deadline: September 05, 2025
Full Time	Stacy Kearns, Human Resources
Non-Union	Salary Range: \$78.60 - \$92.43 /hour

St. Joseph's Health Care London (St. Joseph's) is one of Ontario's leading teaching hospitals, affiliated with Western University. The organization has a distinguished legacy of service to London, Southwestern Ontario, and the Veterans of Canada, dating back more than 150 years. With an operating budget close to \$600M, over 4,500 employees, 1,275 physicians, 200 researchers and associate scientists, and over 900 volunteers, St. Joseph's provides a wide range of services to patients and residents with approximately 1,000 beds across five main sites and 750,000 outpatient and community visits annually. St Joseph's has recently launched a new strategic plan with supporting A Vibrant Workforce as one of three key strategic pillars.

St. Joseph's is seeking a leader to serve as the Director of Human Resources. This key role calls for a strategic and visionary leader who is a catalyst for change, igniting and supporting peak performance of all members of the St. Joseph's team. As the Director, you will provide comprehensive leadership and direction to the Human Resources team promoting an environment in which staff develop and grow. In this role you will provide leadership that develops, implements, evaluates short and long-term goals and objectives that are aligned with the new strategic plan in support of creating a Vibrant Workforce. Further you will be accountable for providing leadership and guidance to Human Resource consultants and staff that supports organizational leaders and staff in both functional day-to-day operations and strategic consultation through the application of best practices. In collaboration with other corporate resources, you will provide a seamless approach to the organization related to potential liability, employee management, talent management, workforce planning, succession planning, labour/employment matters and support for corporate priorities.

As the chief negotiator for collective bargaining and lead spokesperson in grievance resolution and mediation you will provide guidance related to risk and mitigation strategies and resolution options while managing corporate labour relations costs.

Reporting to the Vice President, People and Mission, you will lead corporate strategic and tactical service delivery initiatives architecting an exceptional employee and labour experience in support of excellence in patient care. Your leadership will facilitate positive labour relations with unions and leadership to meaningfully resolve issues. You will foster an environment that supports positive work environments, fair and equitable treatment of employees through consistent application of collective agreements, policies and legislation and you will support the operational needs of leaders and staff at St. Joseph's.

The role requires a blend of technical expertise in all aspects of human resources, coupled with exceptional communication and relationship-building skills to foster collaboration and ensure alignment with St. Joseph's long-term objectives. The successful candidate will demonstrate strong business acumen including management of capital and operating budgets and have exceptional analytical and critical thinking skills.

Essential Qualifications

- The ideal candidate will lead with courage, compassion and integrity. They will have a deep understanding of the best practices in all aspects of human resources and will ideally have practiced in a health care setting.
- The successful applicant will demonstrate proven capacity in coaching and developing others, verbal and written communication and the use of evidenced based decision making. Further they will demonstrate a proven track record for developing and sustaining healthy work environments, building effective teams and a performance driven culture that motivates excellence.
- Ideally they will hold a Master's Degree in a human resources, business or health-related field and have a strong background in human resources in large and complex organizations. A minimum of 5 years progressive human resources

leadership experience is required in a multi-union workplace. The successful applicant will possess Knowledge of a Safety Culture in a Health Care Setting in compliance with the Occupational Health and Safety Act (OHSA), the ability and commitment to act as a supervisor under OHSA and will have understanding of relevant federal and provincial legislation including the Employment Standards Act, Labour Law, Human Rights Code, Regulated Health Professions Act and the OHSA.

Preferred Qualifications

- CHRP/CHRL designation
- Certification with the Canadian College of Health Leaders as a Certified Health Executive (CHE)
- Proficiency in French would be an asset

Teaching and Research

- St. Joseph's Health Care London through its affiliation with Western University and Fanshawe College is a leading research and teaching hospital. As an employee of St. Joseph's, you will be expected to engage in role related teaching and research activities.

Immunization Requirements

- Provide vaccination records or proof of immunity against measles, mumps rubella, varicella (chicken pox), Hepatitis B, COVID-19 and influenza.
- Provide documentation of the Tuberculosis skin testing

Your interest in this opportunity is appreciated.

Human Resources and Leaders use your profile information to evaluate your application for the vacancies you apply to. Only those under consideration will be contacted.