

# Job Title: Human Resources Business Partner - Relocation Required

Requisition ID 1883 - Posted 01/05/2021 - 7000 New Gold - Rainy River - Rainy River Mine - Emo, Ontario

Make an impact at Canada's premier mining company.

When you advance your career at New Gold, you are joining a Canadian-focused intermediate gold mining company engaged in the operation, development and exploration of mineral properties. Our mission is to be a leading intermediate gold producer, driving responsible and profitable mining in a way that creates sustainable value for our employees, shareholders, the communities in which we live and work and our environment. New Gold would like to acknowledge the lands and resources of the Treaty 3 Territory and respect the traditional values of our First Nation partners. To learn more about New Gold, visit our website at [www.newgold.com](http://www.newgold.com). To learn more about our culture and people practices, visit the Career page.

New Gold attracts and hires highly skilled individuals. By joining our team, you can look forward to:

- A stimulating values-based work environment
- A culture of collaboration and inclusion
- Inspiring colleagues and approachable leaders
- Career development opportunities
- A deeply rooted commitment to responsible mining, health and safety and community engagement
- A competitive total compensation program
- A comprehensive benefits package including a retirement savings plan

## Rainy River Mine

Situated in beautiful northwestern Ontario, 65 km northwest of Fort Frances, the Rainy River Mine is an open pit, gold and silver producing, residential mine site.

The Rainy River Mine, located adjacent to the Ontario / Minnesota border is 65 Kilometers northwest of Fort Frances, Ontario and is situated half way between Winnipeg, Manitoba and Thunder Bay, Ontario. The area is home to more than 130 species of birds and large populations of moose, black bear and deer. If you enjoy outdoor activities including hunting, fishing, winter sports and lake country then this is an area you will love to live and work in.

## About The Role

**Schedule:** Shift 5/2, 4/3

**Position Reports To:** Human Resources Manager

## Position Overview

As an integral part of New Gold's Human Resources team, the Human Resources Business Partner will provide support and guidance to client group departments and employees on employee relations, performance management, disability management, policies and procedures. The Human Resources Business Partner will be responsible for building successful, trusting relationships with all levels of the organization to ensure that all employees understand and demonstrate the values and culture of Rainy River.

## Key Responsibilities

- Works closely with department managers and supervisors to ensure the full life cycle of recruitment from personnel requisitions to onboarding is done in a timely manner and attracts the best possible candidates.
- Advise and provide guidance to client group departments on HR issues and be a trusted resource at all levels of the organization.
- Administration of the short term and long term disability program including initial contact with employee, regular follow up with employees, following up with physicians and management on possible modified duties.
- Promote and maintain a results-driven, continuous improvement, performance culture throughout the operation and recommend solutions and improvements to current HR processes and programs.
- Provide guidance to supervisors and above regarding Human Resources policies, procedures and legislation.
- Coach employees to develop understanding of themselves and others in building positive team relationships.
- Work collaboratively with Impact Benefit Agreement partners and Aboriginal Liaisons to foster positive working relationships and maximize employment.
- Promote a positive health, safety, and environment culture.

## Qualifications

- Degree or diploma in Human Resources Management, Business Administration or other related discipline.
- 7-10 years' experience in Human Resources in an industrial or mining environment, with experience in recruitment, employee relations and disability management.

- Customer service orientation at all levels of the organization.
- High level of integrity and accountability.
- Attention to detail with excellent organizational skills
- Sound judgment in resolving issues.
- Excellent oral and written communication skills with internal and external contacts.
- Ability to work with all levels of the organization.
- Excellent software skills (Word, PowerPoint, Excel).
- A collaborative team player committed to developing themselves and others.

### **Why New Gold?**

- Highly competitive base salary, compensation programs and a quarterly incentive program
- Extended Health & Dental Benefit
- Short-term and long-term disability insurance benefit
- Defined match contribution to group registered retirement savings account
- Relocation package provided

We thank all applicants for their interest but will only contact candidates selected to advance in the hiring process. New Gold does not accept resumes from employment placement agencies, head-hunters or recruitment suppliers that are not in a formal contractual arrangement with the Company. Any resume or other information received from a supplier not approved by New Gold will be considered unsolicited and will not be considered.

#### **Inclusion, Equal Opportunity, Accessibility**

New Gold is an equal opportunity employer committed to diversity and inclusion. We are pleased to consider all qualified applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, protected veterans' status, Indigenous status or any other legally protected factors. Disability-related accommodations during the recruitment process are available upon request.

#### **Additional Information**

Visit our LinkedIn Career Page or follow us on LinkedIn.