

# Job Title: Human Resources Business Partner - Travel & Camp Provided

Requisition ID 6173 - Posted - 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 be a leading intermediate gold producer, driving responsible and profitable mining in a way that creates sustainable value for our employee, 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.

Applicants who reside in Northwestern Ontario and have experience working in a cross-cultural environment, coupled with knowledge of the unique challenges and opportunities presented to those living in the Northwest Ontario, are assets. Hiring priority will be given to qualified applicants who are beneficiaries of the Impact Benefits Agreement (IBA) and to qualified applicants residing in the Northwest Ontario communities. (Indigenous) Members must clearly identify their status on the online job application and resume if they wish to receive priority consideration.

### About The Role

**Schedule:** 14 days in, followed by 14 days off

**Position Reports To:** Human Resources Superintendent

### 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, 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**

- Advise and provide guidance to client group departments on HR issues and be a trusted resource at all levels of the organization
- 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
- Provide regular training to all levels of Supervision across site on various HR related topics
- Work collaboratively with Impact Benefit Agreement partners and Community Team to foster positive working relationships and maximize employment
- Promote a positive health, safety, and environment culture

### **Employee & Labour Relations**

- Accountable for all Employee & Labour relation investigations
- Ensures all policies, procedures, employment legislation are adhered to
- Ensures a consistent approach to problem resolution and discipline
- Ensures a consistent approach to investigation of employee misconduct
- Develops and delivers education to Leaders on Employee, Labour & Human Rights education in alignment with current Policy and Legislation

### **Performance & Talent Management**

- Assist business in providing employees with development opportunities that align with current and future performance standards
- Provide expert advice and coaching to Managers when appropriate
- Facilitate a strong leadership and coaching culture
- Evaluate reports, decisions, and results of department in relation to established goals
- Participate in developing department goals, objectives, and systems, and recommend necessary changes

### **Qualifications**

- Degree or diploma in Human Resources Management, Business Administration or other related discipline
- 3 - 5 years' experience in a Human Resources Generalist role
- 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)

### **Why New Gold?**

- Highly competitive base salary, compensation programs and a quarterly incentive program
- Extended Health & Dental Benefit

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.