

April 27, 2021

Job Posting – Director of People & Culture, Toronto, ON

When you look at people, you don't just see the person that is, you see the person that *could be*. When evaluating someone's value in an organization, you know that it is not about just the numbers, but about what the whole person brings to the team. You get excited about possibilities to build leadership capabilities, to broaden the conversational capacity within an organization, and to bring intentional experiences that reinforce the organizational culture.

We're [Aercoustics Engineering Ltd.](#), and this is where you belong.


We're an award-winning, national leader in consulting engineering services in the field of acoustics, noise and vibration. We work on varied and challenging projects, from noise reduction in transit systems, to world-class performance spaces for the Royal Conservatory, to the research and development of tools that are changing our industry.

As we've built our industry expertise, we've also cultivated an “*Outrageous*” culture based on trust, performance, and investment. This didn't happen by accident. We're a small team of professionals who are passionate about what we do, and we've worked hard to grow and maintain this culture. Now we're looking for a talented individual to join us as Director of People & Culture, who can support our growing team. We are hoping our search ends with you.

Overview of Opportunity

This unique opportunity will appeal to a motivated, entrepreneurial human resources professional wishing to work with a high performing team to help further build this dynamic and growing company. We are looking to support the next chapter of growth in our firm and this means growth in our people. This role of Director of People and Culture will be responsible for driving excellence in our people focused culture.

Specifically, you will be responsible for leading, developing and/or improving and implementing change as it relates to our Performance Management System, Coaching Culture, Talent & Career Development programs, Leadership Development programs, Succession planning, Recruitment management, benefits



administration. In addition to this, you will also oversee all culture initiatives and manage team member relations and engagement. You will also partner with external subject matter experts as needed.

In addition to the overall people and culture management, you will be responsible for managing and leading the office administrative team. The admin team is currently made up of two (2) other team members, and they will report to you and assist with various initiatives and ensure that the office runs smoothly.

We see this role as playing a key piece to the ongoing growth and success of our “outrageous” team. As a part of the leadership team, you will provide tactical and strategic leadership and guidance as it relates to human resource expertise. You will report directly to the President & CEO and will be an important addition to the leadership team.

This is a full-time, permanent position based in our bright, modern Mississauga office. We try to accommodate a strong work-life balance at our company and as such, hours are flexible within the requirements of the post. We focus more on your outcomes than the minutes you clock. You’ll be trusted to manage your time to maximize your impact and to also make yourself available for meetings and other internal events as needed.

Qualifications

The successful candidate will have excellent communication and presentation skills, change management and leadership skills. You must be able to build trust and strong rapport with team members. You should also be excited and motivated by a fast paced dynamic environment, highly adaptable and flexible. The successful candidate will also be an internal “champion” of our values and culture and be able to drive effective change.

“Must-Have” qualifications:

- 5-10 years of progressive experience in a human resource or organizational development.
- Post-secondary education in human resources, organizational development or related field
- Experience with implementing and managing of performance management programs
- Experience in development and/or administration of training programs
- Experience with coaching frameworks

- Smart, Personal and Versatile
- A strong communicator
- Experience working in integrated, cross-disciplinary teams
- Ability to remain focused and calm while concurrently managing multiple tasks

“Nice to Have” qualifications:

- Direct experience in the Architecture, Engineering Consulting Industry.
- Experience at both large institutions and small-medium enterprises.
- Experience with OKR framework

Why join Aercoustics?

Our team is talented and ambitious. You'll appreciate the shared impetus to consistently do your best work.

We're also a values-driven group, and we hold one another accountable. You'll fit here if you resonate with our values. Here are a few of them, taken from our Charter:

- **Make it fun** – we love the work we do, and the team we work with. We have intentional social events, and unintentional daily laughs. We take our work seriously without taking ourselves too seriously.
- **We're in it together** – when one person is busy, the team steps in to help. When someone messes up, they get help without judgement. We're a supportive team, from the president to the newest co-op.
- **Innovate, Solve, Repeat** – Every client requirement has its own nuance. As such everyone in the firm is tasked with making sure the work they produce, whether it is an engineering design, corporate policy or proposal, is pushing at the cutting edge so it helps solve a client need. In terms of this role it means using new and creative ways to promote our experience, highlight our innovative approach and underline our industry differentiators.

We offer a competitive salary and performance bonuses. Once you're comfortable here, you'll have the opportunity to increase your salary as you exceed your clear targets. We also offer benefits, including life insurance, dental and medical coverage.

How to Apply

If you believe that you would be a good fit for this position and our company, please apply by sending a cover letter and your current resume (can include relevant examples of previous work) via email to: PaulaA@aecoustics.com

We value diversity and inclusion and encourage all qualified people to apply.

Make sure to explore our company's website at www.aecoustics.com or our social media accounts on Facebook, LinkedIn, and Twitter (@aecoustics).

We will review applications as they are received, **with priority given to those who provide a cover letter and resume**. No solicitation calls. We look forward to hearing from you. Only those selected for an interview will be contacted.