



Flexiti Financial

Flexiti has reimagined point-of-sale (POS) consumer financing to drive sales for retailers in-store and online, becoming one of Canada's leading private label credit card issuers. Through our award-winning platform, we deliver a POS financing experience across any device that is customer-centric, simple and intuitive. Without the need to integrate into existing POS systems, retail partners can easily offer the same fast and paperless financing solution across all retail locations and sales channels to increase revenue and build loyalty through repeat purchases. For more information, visit www.flexiti.com.

Director, Human Resources

Flexiti Financial is looking for a Director of Human Resources to lead its Human Resources Initiatives. We are looking for an individual to take full accountability for the operation of Flexiti Financial's human resources department. As the Head of Human Resources, you will be a key member of the leadership team by providing consultation to management on various HR related topics including organizational development, employee and labor relations, compensation and benefits, training and development, employee performance appraisals, talent acquisition etc.

Responsibilities

- Lead the development of HR department goals, objectives, policies, and systems
- Implement HR strategies by establishing accountabilities for each department, including employment processing and onboarding, compensation, benefits, training and development, records management, health and safety, employee relations, talent acquisition, etc.
- Foster and enhance the corporate culture through the organization of team building activities and other related functions and initiatives
- Support and guide management and employees by developing, communicating, and enforcing organization guidelines and values
- Establish, review and monitor adherence to policies and standards
- Address concerns and violations, including invoking disciplinary action as needed
- Maintain employee agreements and company organization charts
- Partner with the leadership team in creating an environment in which the culture continues to be a key factor in the growth and retention of talent and adds to business success
- Develop an overall HR business plan with measurable objectives and a budget management
- Manage external recruiters, HR service providers and temporary staffing agencies
- Maintain Flexiti Financial's careers section for the website and other related platforms (i.e., LinkedIn)
- Coordinate training and development programs for employees
- Manage and track employee vacations and absences

Qualifications

- 7+ years' experience within human resources
- Bachelor's degree in human resources or a related field



- Strong written and verbal communication
- Excellent interpersonal and coaching skills
- Knowledge of various HR related topics (i.e., compensation, benefits, organizational planning and development, employee relations, health and safety, training and development, etc.)

What We Offer

Below are just a few reasons why people love working here:

- An opportunity to be a part of an award winning and fast-growing company
- An innovative culture that promotes autonomy and flexibility
- A dynamic team and working environment that provides ongoing support
- Competitive compensation package commensurate to experience