Director, Human Resources – Competition #2026-23

Child and Family All Nations Coordinated Response Network (ANCR) Winnipeg, Manitoba

Compensation: $97,600 - $123,700

Benefits: Extended Health and Dental care, Group insurance, Pension plan

Position: Full time, primarily on-site

Closing date: November 23, 2026

Lead People. Advance Reconciliation. Strengthen Communities.

Child and Family All Nations Coordinated Response Network (ANCR) is seeking an accomplished and visionary **Director of Human Resources** to provide strategic leadership for people, culture, labour relations, and organizational development initiatives across the agency.

Reporting to the Executive Director and serving as a member of the Senior Leadership Team, the Director will lead workforce planning, talent management, labour relations, employee wellness, organizational development, and reconciliation-focused people strategies that support ANCR's mission of promoting the safety and well-being of children, families, and communities.

About ANCR

ANCR provides centralized intake and crisis response services within Winnipeg's child and family services system. As the first point of contact for many families, ANCR delivers culturally responsive, strength-based services that support child and family safety and well-being.

The Opportunity

The Director provides leadership for:

- Workforce planning, recruitment, retention, and succession management
- Labour and employee relations, collective bargaining, and grievance administration
- Organizational development, leadership development, and employee engagement
- Compensation, benefits, health, safety, and wellness
- HR policies, governance, compliance, and workforce analytics
- Equity, Diversity, Inclusion, Accessibility, Reconciliation, and Indigenous workforce initiatives

Working closely with organizational leaders, the Director will foster a positive, inclusive workplace culture and ensure HR strategies align with organizational priorities.

Key Responsibilities

Strategic Leadership

- Advise senior leadership on workforce strategy, organizational design, culture, risk management, and succession planning.
- Lead workforce planning initiatives that support organizational sustainability and service excellence.
- Champion innovation and continuous improvement across HR programs and services.

Labour Relations & Employee Experience

- Serve as ANCR's senior labour relations leader within a unionized environment.
- Lead collective bargaining, contract administration, grievances, arbitration, and workplace investigations.
- Provide strategic guidance on performance, attendance, employee relations, and conflict resolution.

Workforce Development & Reconciliation

- Lead talent acquisition, retention, onboarding, and leadership development strategies.
- Advance Indigenous recruitment and retention initiatives.
- Champion equity, accessibility, cultural safety, and reconciliation across the organization.

Governance & Compliance

- Ensure compliance with employment, labour, human rights, privacy, and workplace safety legislation.
- Lead HR policy development and modernization.
- Provide workforce metrics and strategic recommendations to senior leadership and the Board.

Health, Safety & Employee Wellness

- Provide executive oversight for workplace safety, and wellness programs, Ensuring compliance with workplace health and safety legislation and best practices.
- Promote a trauma-informed workplace culture that supports resilience, wellbeing, and employee success.

Qualifications

- Bachelor's degree in Human Resources, Business Administration, Public Administration, or a related field.
- CPHR designation is considered an asset.

- 7-10 years of progressive senior HR leadership experience.
- Significant experience in labour relations and unionized environments.
- Experience in child welfare, social services, healthcare, Indigenous organizations, public sector, or non-profit organizations is an asset.
- Equivalent combinations of education and experience may be considered.

Requirements

- Valid driver's license and access to a vehicle with $2,000,000 liability insurance.
- Satisfactory Criminal Record Check, Child Abuse Registry Check, and Prior Contact Check.
- Legally entitled to work in Canada.

Ideal Candidate

You are a collaborative and strategic HR executive with demonstrated success leading organizational change, navigating complex labour relations matters, and building inclusive workplace cultures. You bring strong leadership, sound judgment, cultural humility, emotional intelligence, and a commitment to reconciliation and employee well-being.

Why Join ANCR?

At ANCR, you will:

- Shape organizational strategy as a member of the Senior Leadership Team.
- Lead initiatives that advance reconciliation, cultural safety, and employee wellness.
- Mentor and develop a dedicated HR team.
- Contribute to meaningful outcomes for children, families, and communities.

Apply

ANCR welcomes all qualified candidates and applies preference to First Nations, Métis, and Inuit candidates who self declare.

Please submit your cover letter and resume quoting **Competition #2026-23** by **November 23, 2026** to:

Human Resources – Confidential Competition #2026-23
Child and Family, All Nations Coordinated Response Network
2 – 200 Main Street, Winnipeg, MB, R3C 1A8
Email: sandie.stoker@gov.mb.ca

We thank all applicants for their interest; however, only those selected for an interview will be contacted.

The Child and Family All Nations Coordinated Response Network (ANCR) acknowledges that we are on Treaty One Land. On Turtle Island, this is the traditional territory of the Cree, Anishnaabe, Oji-Cree, Dene, and Dakota peoples and the homeland of the Métis Nation.