

Position: Director of People

Reports to: Senior Vice President, Operations

Job Type: Full-time

About the rennie Group

For the past four decades, rennie has grown into one of the most influential and sought after full service real estate marketing and sales brokerage companies in Canada. Since its inception, the company has redefined the business of real estate, offering the most comprehensive and specialized sales, marketing, data and technology services in the industry for developments and for brokerage sales. As well, rennie museum curates and exhibits one of the largest contemporary art collections in Canada.

About the rennie Culture

The company's achievements are the result of its ongoing commitment to nurturing strong relationships, providing extraordinary service, and producing exceptional results. Rennie is most passionate about having the opportunity to connect people to communities and places they can call home. Our most valuable asset as an organization are the people invested in our culture, training, and success.

Rennie is headquartered in Vancouver's Chinatown district in the historic renovated Wing Sang building, originally built in 1889. The spectacular office includes the in-house museum, a rooftop garden with stunning views of the city and unique collaborative workspaces.

About the Opportunity

As the Director of People Development, you have a knack for developing team members to their full potential by investing in their talent, skills, and providing them with the right resources. You will play an integral role in the company's holistic development, as well as be instrumental in impacting rennie's high performance, empowering, and family-oriented culture. Additionally, you will lead rennie in its growth and evolution, to continually exceed industry standards.

Duties:

- Provide guidance and support to the leadership team in driving a consistent and thoughtful approach to team development
- Manage the **annual review and professional development program**, focusing the team on measurable goals that drive group and individual performance
- Participate in **corporate structuring and branding initiatives** to ensure alignment with team fulfillment and development goals
- Build on the strong existing **company culture** through team events and other means

- Coach and assist managers in identifying **team member training and development needs**
- Coordinate the **training/development and mentoring** programs to further develop team members
- Responsible for managing **retention programs**, including recognition framework, across the rennie businesses with consideration of relevant industry benchmarks and metrics
- Effectively handle sensitive/complex **employee relations** situations when they arise
- Ensure company procedures and programs are aligned with **occupational health and safety** best practices
- Use their knowledge and strong network to ensure rennie's **people management** is based on practices and innovative thinking, including full utilization of digital tools, to remain current, relevant, and engaged in our industry

The ideal candidate will:

- Have a bachelor's degree in Human Resources, Psychology or another business or otherwise relevant field
- Have a minimum five years working experience or related experience in human resources, including leadership roles
- Have experience in designing, implementing and managing talent development programs
- Love working in client service businesses and will have worked in a business-to-business service environment before
- Excellent relationship management skills
- Be able to think strategically but also able to self-execute as part of a small, hands on leadership team
- Be able to design innovative and tailored programs, based on team and organizational needs and knowledge of industry best practices
- Exceptional, facilitation, communication, and presentation skills, with the ability to maintain composure and an action-oriented attitude.
- Be focused on the dual goals of company and individual team member success

Compensation and Benefits:

- Competitive salary based on experience
- Extended healthcare benefits
- Eligibility for participation in our extensive bonus program based on performance
- Participation in our annual retreat, attend our monthly lunch and learns with leading industry experts, social events, and much more!

If this looks like the position for you, please email your cover letter and resume to careers@rennie.com. We thank all candidates for their interest, however, only select individuals will be contacted.