

## HR Business Partner – Calgary

At Volker Stevin, our Human Resources Business Partner (HRBP) plays a critical role in aligning our People & Culture strategies with the organization's business objectives. Acting as a trusted advisor to senior leaders and employees alike, the HRBP collaborates across multiple business units to foster a cohesive and inclusive workplace culture that supports both employee well-being and organizational success.

Reporting to the HR Manager, this role requires a deep understanding of HR best practices, strategic thinking, workforce planning, and the ability to build strong relationships. If you're passionate about driving organizational growth through people-focused strategies, we encourage you to join our team and help shape the future of Volker Stevin. This position will partner with our three subsidiary companies located throughout Alberta, including Fort McMurray, Grande Prairie, and Lethbridge.

### How You'll Add Value

- Act as a strategic partner to leadership teams across businesses, aligning people strategies with business goals by driving organizational capacity, enhancing capabilities, improving the employee experience, and managing risk
- Address employee concerns, conflicts, and grievances promptly and fairly, ensuring alignment with company policies and legal standards
- Oversee and conduct sensitive employee processes, including terminations, with professionalism and empathy
- Maintain accurate employee data within HR systems and ensure compliance with labour laws, regulations, and best practices
- Provide expert advice to managers and employees on employment-related legal, ethical, and policy matters
- Contribute to the HRIS implementation as a subject matter expert for employee information and data, ensuring accurate migration, alignment with organizational needs, and effective utilization of the system.
- Assist in the develop and implementation of compensation and benefits programs that attract, retain, and motivate top talent, providing strategic guidance on salary decisions, promotions, and equity adjustments
- Partner with the Organizational Development team to create a cohesive approach to leadership development, succession planning, and internal talent mobility to meet both current and future workforce needs
- Champion employee development programs, identifying high-potential talent and creating personalized development plans to align with organizational objectives
- Support performance management initiatives, including ongoing feedback, annual reviews, and succession planning to foster a high-performance culture
- Collaborate with the Talent Acquisition team to develop and deliver innovative recruitment and workforce planning strategies tailored to evolving business needs
- Provide change management expertise, ensuring the successful execution of strategic initiatives and fostering smooth transitions for teams
- Leverage people trends and gather feedback from business leaders to influence HR strategies, ensuring alignment with organizational needs and long-term goals

- Actively contribute to the design and delivery of People & Culture programs, processes, and services that drive organizational effectiveness and engagement

## What You Bring

- Bachelor's degree in Human Resources, Business Administration, or a related field
- A minimum of 5 years of progressive HR experience, with a focus on business partnering
- Experience working in a growing organization with multiple lines of business and operations across diverse locations
- Strong knowledge of HR practices, employment laws, and industry best practices
- Proven ability to build strong relationships across all levels of an organization and work effectively in a team-centric environment
- Strategic thinking skills with the ability to align HR initiatives to organizational goals and deliver practical solutions
- Demonstrated experience with workforce planning, talent development, and performance management processes
- Proficiency in HRIS systems and Microsoft Office Suite
- Excellent interpersonal, problem-solving, and communication skills
- Willingness to travel up to 20% of the time

## How We Make It Count

### The Volker Stevin Advantage

- **100% Employer-Paid Benefits:** Enjoy industry-leading comprehensive health and wellness coverage
- **RRSP Matching:** Build your future with 3-6% matching for eligible employees
- **Long-Term Careers:** Join a team with an average tenure of 7.3 years across all roles
- **Seasonal Rehire Loyalty:** 44% of seasonal employees return year after year
- **Professional Growth:** Access 500+ training courses in safety, upskilling, and leadership development
- **Unlimited Potential:** Be part of a company that supports your goals and helps you succeed

## Our Commitment to You

### Connecting People with Progress

**Safety Isn't Just a Priority—It's a Value.** Safety is woven into the fabric of who we are and how we operate. It's not a box we check off; it's a commitment that guides every decision we make, every process we implement, and every project we undertake. Because at the end of the day, when we say safety is a value, we mean it's a promise we make to our people, families, and the communities we serve.

**True to Our Word, True to Our People.** Our culture is grounded in humility and authenticity, with a deep commitment to family. We believe in supporting each other, no matter the role or title. When we say we care, we mean it—our actions match our words. Everyone is empowered, valued, and respected, because being 'true to our word' means being 'true to our people.'

**Interesting Projects and Skill-Building Work.** Volker Stevin is known for its ability to take on complex projects of all sizes, from large-scale infrastructure builds to specialized niche developments to highway maintenance and more. This diversity in project scope and complexity means that our employees have access to new opportunities across our family of companies that challenge them to think creatively and develop new skills.



## Join a Team Where People Truly Matter About Volker Stevin

Since 1978, Volker Stevin has been dedicated to enhancing communities and connecting people with progress. As part of the VolkerWessels family, we specialize in civil construction and rehabilitation, highway maintenance, civil works, and bridge construction across Western Canada and the northwestern United States.

We don't just build and maintain infrastructure—we create connections that shape the future. Every employee plays an essential role in our success, fostering a collaborative environment where safety comes first, people are our greatest asset, and exceptional performance enables us to build lasting legacies in the places we call home.

The Volker Stevin family of companies includes Volker Stevin Canada, Volker Stevin Contracting, Volker Stevin Highways, Mainline Construction, McNally Contractors, Lakes District Maintenance, H. Wilson Industries, and MidMountain Contractors.

