



Human Resources Advisor

Montreal - Full-time - 744000069117172

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In collaboration with the HR Partners team, you will have an advisory role with first-level managers and employees to promote effective Human Resources practices and maintain a work environment that supports team development and goal achievement.

In this role, you will work with Ubisoft IT, a global team whose mission is to provide technological expertise and business knowledge to design and deliver robust and reliable products and services for our teams, game production studios, and gaming communities.

Responsibilities

- Provide thoughtful guidance and HR support to Ubisoft IT teams, team leads, and employees, grounded in a strong understanding of the organization, its people, and the challenges they navigate.
 - Know and effectively manage all HR processes.
 - Understand, plan, implement, and communicate HR operations such as performance appraisals, development plans, job changes, promotions, and salary benchmarking.
 - Leverage data and HRIS tools to generate insights, track key milestones, and support workforce planning.
 - Champion a positive work environment by proactively addressing employee relations issues and promoting a culture of inclusion and collaboration.
 - Understand, apply, and adapt existing rules in accordance with legal frameworks and organizational goals, and support the preliminary analysis of conflict or complex cases.
 - Translate business needs into HR actions while ensuring compliance and policy optimization.
 - Contribute to HR projects, provide data for decision-making, and identify process improvements.
 - Collaborate closely with COEs to implement HR tools and initiatives.
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- Background in HR with a recognized certification and relevant experience.
 - Strong analytical mindset and ability to turn data into actionable insights.
 - Exceptional organizational skills and ability to manage multiple priorities.
 - Ability to build authentic relationships, communicate clearly, and foster trust at all levels.
 - Collaborative and autonomous work style.
 - Ability to work effectively in a team while being self-directed.
 - Experience in a creative or tech environment is an asset.

We embrace a hybrid work model helping you stay connected with your team and aligned

with business priorities, while giving you the opportunity to maintain your work-life balance. Note, that some roles are fully office-based and are not eligible for hybrid work.

Just a heads up: If you require a work permit, your eligibility may depend on your education and years of relevant work experience, as required by the government.

Skills and competencies show up in different forms and can be based on different experiences, that is why we strongly encourage you to apply even though you may not have all the requirements listed above.

At Ubisoft, we embrace diversity in all its forms. We're committed to fostering an inclusive and respectful work environment for all. We know the importance of providing a pleasant interview experience, therefore if you need any accommodation, please let us know if there is anything we can do to facilitate the interview process.