



# Talent Business Partner - Vantage Studios, Quebec

**Quebec City - Full-time - 744000093776725**

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As a Talent Business Partner at Vantage Studios in Quebec, you play a strategic role with leaders and their core teams within the *Assassin's Creed* franchise projects. You support them in building high-performing teams by aligning Talent strategies with business priorities. With your deep understanding of HR and organizational dynamics, you act as a key connector between the teams you support and the Talent department.

**What you'll do**

**Strategic Partnerships:**

- Collaborate with production leaders to understand organizational priorities and align HR initiatives with business objectives.
- Work closely with HR teams (shared services and other partners) to ensure operational needs are aligned with the strategic HR vision.

**Leader Engagement and Support:**

- Act as a trusted advisor to senior leaders, fostering a culture of open communication and consistent application of HR policies.
- Monitor the well-being and engagement of leaders and their core teams, using data and employee insights to guide decision-making and strengthen team cohesion and effectiveness.
- Provide guidance on complex HR issues and build strong partnerships with business leaders.

**Talent Management:**

- Translate business needs into actionable workforce planning, development, and engagement programs to ensure long-term talent readiness.
- Contribute to healthy performance and well-being management: support high performers, address underperformance, and assess risks (succession planning, redundancy, and action strategies).

**Change Management:**

- Advise on organizational change initiatives, including organizational design, cultural transformation, and employee engagement efforts.
- Play a key role in developing and cascading communication plans by crafting key messages and managing stakeholders to support best practices during change phases.

## **What you bring to the team**

- A minimum of 8 years of experience with a deep understanding of all HR functions, employment legislation, and best practices
- Proven leadership skills to guide, coach, and support stakeholders at various levels of the organization
- Ability to understand the business model and industry trends to align talent strategies accordingly
- Experience in developing long-term HR plans and initiatives that contribute to organizational goals
- Strong written and verbal communication skills (ideally in both French and English to interact with talent across our Canadian studios)
- Ability to positively influence and guide stakeholders toward HR-related solutions and decisions
- Capacity to identify HR challenges and propose creative, effective solutions
- High ethical standards and the ability to maintain confidentiality when handling sensitive HR matters

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. Please note that some roles are fully office-based and are not eligible for hybrid working.