



# Talent Business Partner

**Quebec City - Full-time - 744000094912878**

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As a Talent Business Partner at the Quebec City studio, 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:**

- Play a key role in developing and cascading communication plans by crafting key messages and managing stakeholders to support best practices during change phases.
- Consult and provide information on organizational change initiatives, including organizational design, cultural transformation, and employee engagement efforts, in order to promote a culture of accountability.

## **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.

Please send us your **CV** highlighting your education, experience and skills.

## **About us**

Ubisoft is a global leader in gaming with teams across the world creating original and memorable gaming experiences, from Assassin's Creed, Rainbow Six to Just Dance and more. We believe diverse perspectives help both players and teams thrive. If you're passionate about innovation and pushing entertainment boundaries, join our journey and help us create the unknown!

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.