



Senior Advisor - Employee Relations

Montreal - Full-time - 744000104318497

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As Senior Advisor - Employee Relations, you'll play a key role in fostering a respectful, safe, and inclusive work environment across Ubisoft's Canadian studios. Reporting to the Director - Employee Relations, you'll manage complex employee relations cases and support the implementation of programs and policies that promote a healthy and positive workplace culture.

What you'll do

- Handle reports of inappropriate behavior or sensitive situations, ensuring rigorous and confidential treatment.
- Lead investigations into workplace issues (such as harassment and discrimination, ensuring compliance with internal policies and legal requirements).
- Support local HR teams in managing and resolving complex cases by providing expertise and advice.
- Maintain accurate documentation and reporting for cases and interventions.
- Facilitate mediation and conflict resolution processes, including individual and group interventions.
- Support the rollout and application of employee relations programs and policies across Canadian studios.
- Contribute to the design and delivery of training and awareness sessions on respectful workplace practices and conflict management and other prevention strategies, including psychosocial risks management
- Monitor trends and risks in employee relations cases; provide insights and recommendations to improve practices.

What you'll bring

- 5+ years of experience in investigations, labour law, employee or labour relations, and conflict resolution.
- Strong knowledge of employment law and workplace standards in Canada.
- Advanced communication skills in French and English (verbal and written).
- Degree in Industrial Relations, Human Resources, Law, or equivalent.
- Certification in mediation, conflict resolution, or similar (an asset).
- Ability to manage sensitive situations with discretion and professionalism.
- Strong analytical and problem-solving skills.