



Human Resources Advisor

Montreal - Full-time - 744000104957009

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In close partnership with our HR Partners team, you will serve as a trusted advisor to directors, managers, and employees, helping to shape and sustain Human Resources practices that enable both individual development and organizational performance. You will play a key role in influencing leaders, guiding strategic decisions, and fostering an environment where talent can thrive.

At Ubisoft IT, our mission is to deliver robust and reliable technology that empowers our global production studios and teams. As a Senior HR Advisor, you will directly contribute to that mission by ensuring our people strategy supports business priorities, while cultivating a culture of trust, inclusion, and collaboration.

Your Responsibilities:

- Partner with directors and senior managers to provide strategic HR guidance and influence organizational decision-making.
- Lead and oversee HR processes, including an in-depth performance management, promotions review process
- Participate in organizational changes, ensuring alignment with long-term workforce objectives.
- Support workforce and succession planning through data-driven insights, leveraging HRIS to inform leadership strategies.
- Act as a culture champion by embedding practices that strengthen inclusion, collaboration, and employee well-being across Ubisoft IT.
- Ensure compliance with legal and organizational frameworks, balancing rigor with adaptability to evolving needs.
- Drive HR projects and continuous improvement initiatives that enhance efficiency and impact.
- Collaborate closely with Centers of Excellence to design, adapt, and implement HR tools, programs, and initiatives globally.

• We are looking for a seasoned HR professional with recognized certification and a track record of partnering with senior leadership to drive organizational success. To be successful in the position, you need to have:

- Proven ability to advise and influence directors and senior managers on a daily basis, ensuring alignment of people strategies with business objectives.
- Strong analytical mindset: skilled at transforming complex data into clear insights that inform executive decision-making.
- Brings both rigor and flexibility to managing priorities, aligning day-to-day actions with

broader strategic goals

- Adept at fostering authentic relationships and building trust at leadership levels through clear, confident, and solution-oriented communication.
- Collaborative partner and independent advisor, equally comfortable driving cross-functional initiatives or working autonomously.

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.