# Talent Business Partner

## Montreal - Full-time - 744000162150858

**Apply Now:**
https://jobs.smartrecruiters.com/Ubisoft2/744000162150858-talent-business-partner?oga=true

The Talent Business Partner is the primary HR partner for Ubisoft Canada's Publishing & Business Services organization. Supporting a diverse population of leaders and employees across multiple business functions, the TBP drives talent outcomes, organizational effectiveness, employee experience, and HR operations. Working closely with global stakeholders and Centers of Expertise, the TBP provides strategic and operational guidance on talent management, workforce planning, organizational change, employee relations, and core people processes.

**WHAT YOU'LL DO**

Talent Partnership & Organizational Effectiveness

- Serve as a trusted advisor to managers on talent, organizational, and workforce matters.
- Align talent initiatives with business priorities and support workforce planning, organizational design, succession planning, and talent mobility.
- Guide managers through organizational change and collaborate with global stakeholders to ensure alignment across functions.

Talent Management & Development

- Coach managers on performance management, employee development, career growth, and talent decisions.
- Facilitate talent reviews and succession planning, and help identify high-potential talent and critical capabilities.
- Partner with Learning & Development to strengthen management capabilities and team effectiveness.

Employee Experience & Employee Relations

- Champion an inclusive, engaging, and high-performing work environment.
- Advise managers on employee relations, workplace concerns, performance issues, and policy interpretation.
- Navigate and resolve complex employee situations fairly and consistently
- Leverage employee feedback and workforce trends to enhance engagement and retention.

HR Operations & People Processes

- Lead and coordinate core people processes, including onboarding, offboarding, internal mobility, compensation reviews, promotions, and organizational changes.
- Ensure accurate people data, reporting, and compliance with employment legislation and company policies.

- Drive HR operational excellence by optimizing people processes and partnering with Centers of Expertise to support the employee lifecycle.

Talent Insights

- Leverage workforce data and talent insights to identify trends, risks, and opportunities.
- Provide practical, data-informed recommendations to support talent and business decisions.

**WHAT YOU'LL BRING**

- Bachelor’s degree in Human Resources, Industrial Relations or a related field.
- Progressive experience in Talent Management, Human Resources, Organizational Development, or a business partnering role.
- Experience coaching managers, supporting employee-related matters, and working in a matrixed organization.
- Strong consulting, communication, influencing, stakeholder management, and problem-solving skills.
- Professional designation (CRHA or CRIA) is considered an asset.