



# Principal Employee Relations Advisor

**Montreal - Full-time - 743999965048890**

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Reporting directly to the Employee Relations Director, you'll play a pivotal part in fostering a secure, respectful, and inclusive workplace for our diverse Canadian workforce.

You will guide the development and updating of policies and processes that contribute to a healthy workplace, oversee our health and safety practices and drive our mental health strategy. In addition, you will lead initiatives to prevent incivilities, discrimination and harassment, while effectively managing complex conflicts, reports and complaints.

This role is not only about guaranteeing employee safety but also about nurturing respect, inclusivity, and overall well-being.

## **What you'll do**

- Oversee health and safety governance, notably by ensuring that health and safety committees function properly and that appropriate actions are taken and will ensure that applicable legislation is complied with
- Conduct rigorous assessments of risk factors -including psychosocial risks that may lead to harassment, violence and discrimination, and develop indicators and statistics, in addition to preventive strategies
- Promote a strong culture of prevention by implementing innovative awareness-raising strategies and practices that support mental health, in particular by helping managers recognize the signs of difficulties and facilitate their employees' return from sick leave.
- Conduct investigations and mediations in line with best practice, and make preventive recommendations where applicable.
- Build strong internal and external relationships across the country, creating buy-in for prevention initiatives and programs.

## **What you bring**

- Extensive experience in conducting workplace conflict investigations and interventions (such as mediation and group interventions)
- Knowledge of relevant employment laws and jurisprudence as well as evolving trends and best practices in employee relations
- A strong leadership mindset that allows you to drive manager and leader accountability
- Excellent French and English communication skills (this position involves interactions with a

bilingual workforce) + the ability to establish trusting relationships with a variety of stakeholders

- The ability to manage sensitive information with the utmost discretion and in accordance with applicable confidentiality and privacy rules
- A collaborative spirit, particularly to partner with a diverse group of partners who share your commitment to cultivating a harmonious and prosperous work environment

Ubisoft's teams of 19,000 people in more than 30 countries around the world are united by a common mission: to enrich the lives of gamers through original and memorable gaming experiences. Their energy and talent have brought to life many acclaimed franchises such as Assassin's Creed, Far Cry, Watch Dogs, Just Dance, Rainbow Six and many more to come.

Ubisoft is an equal opportunity company and believes that diversity of backgrounds and perspectives is essential to creating worlds where everyone can flourish and express themselves.

Working at Ubi MTL means enjoying a workplace that sparks creativity and fosters connection. We offer a collaborative space focused on career advancement, learning opportunities and well-being (our great benefits are a testament to that!).

If you're enthusiastic about taking on exciting challenges, harnessing the latest technologies and being part of the future of entertainment, join us in creating the unknown.

**At Ubisoft, you're welcome just as you are. We welcome diversity in all its forms. We are committed to fostering an inclusive work environment that respects all differences.**