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## JOIN OUR PURPOSE-DRIVEN MANAGEMENT CONSULTANCY

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Quinn & Partners is a leading management consultancy specializing in corporate sustainability, responsible investment, climate and impact. Ranked as one of Canada's Fastest Growing Companies, with a strong brand in customer and talent markets, we are creating a new role to deliver on our strategy pillar to build fulfilling careers.

The Head of People advises and collaborates with the leadership team to ensure we have the best possible talent and work experience in our purpose-driven company, optimizing career paths for everyone and improving what makes people excited about working here. The Head of People participates in leadership meetings and reports to the President and CEO of Quinn & Partners.

The position is a great opportunity for an experienced people manager to make a personal mark and get insights into sustainability - the most exciting area of business. We can offer you competitive pay, a unique culture and a high-performing team that listens and is open to try new things.

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### About Quinn & Partners

Quinn & Partners works with companies and investors to embed sustainability in corporate strategies and to measure and report on results. Our clients include well-known TSX and NYSE listed and Fortune500 Canadian and US corporations, as well as many of the largest North American pension plans and institutional investors.

Our vision is to be our clients' trusted advisor in all matters relating to sustainability and ESG. Our mission is to advance sustainability integration in business and capital markets.

Based in Toronto, Vancouver and Montreal, we have approximately 30 employees. We are majority women and employee-owned and offer profit-sharing and company shareholding to employees.

We are in business to create positive returns for shareholders, employees, clients, the environment, our local communities and society at large. This is demonstrated by our B-Corporation certification that ranks us as "Best of the World" for Overall, Governance and Worker Impact. Our values and our equity, diversity and inclusion policy and action plan demonstrate our proactive and inclusive approach to business. We walk the talk.

## How you will contribute

Head of People is responsible for designing, implementing and improving all key people processes to support our vision, mission and values, with a majority of work focused on our consulting staff. The role also supports the leadership team to deliver our talent needs and EDI and culture action plans and to support a healthy, positive and inclusive company culture. You will have key accountabilities that align with the following responsibilities:

- Reach and attract the most qualified people by improving our on-campus brand and employee value proposition
- Acquire the right people to allow our company to grow. This includes workforce planning and corporate leadership and running our recruitment and onboarding processes
- Strengthen our people engagement and workplace initiatives to continue to build our distinct culture, enforce our values and workplace experience ([link to website](#))
- Design and regularly measure employee engagement and EDI
- Manage performance management processes and ensure everyone has equal access to development opportunities and career plans. Manage exit interviews.
- Manage and improve our leading benefits and employee wellness programs
- Support remuneration, rewards and promotion processes
- Ensure EDI is reflected in all people practices and programs
- Support project resourcing so that we have the right consultants on the right projects given people desires and client
- Seek out and manage professional growth and development programs
- Be an expert on anything related to labour standards and employer regulations

Depending on background and interest, the role can also include:

- Manage initiatives to strengthen organizational systems and leadership skills
- Support how we capture and codify intellectual capital to facilitate learning and sharing of best practices

## What we are looking for

We seek a pro-active, self-directed people leader who understands management consulting. You may already have a similar role in a business consultancy or a professional services firm, but you seek an opportunity to lead and innovate in a time when talent acquisition and retention has never been more important. You could also be a management consultant who is very interested in leading people processes. We believe the following experience and expertise are important:

- Human resources generalist with 7-10 years progressive experience in developing, implementing and strengthening people programs in fast growing companies
- Certifications and designations such as CHRP / CHRL
- Knowledge of best practices in employee engagement and wellbeing, EDI and performance management in professional services
- Experience in university and digital channel recruiting
- Innovative and creative thinker willing to explore and experiment to advance learning
- Confident advisor, yet open-minded and collaborative, who builds positive working relationships
- Attentive listener with emotional intelligence and excellent interpersonal skills
- Demonstrated ability to hold brave conversations about EDI
- Superior verbal and written communication skills
- Knowledge of all relevant workplace legislation
- Familiarity with leadership coaching fundamentals is an asset

## What you can expect

- The successful candidate will have a role on the company leadership team and will be located in our Toronto office, where the majority of our employees are
- Compensation is competitive with the market and based on experience (\$90,000-110,000). It consists of base salary and a bonus tied to our company's success. We offer 25 paid days off each year, Equinox gym membership/Presto transit pass and a competitive benefits package (dental, drug, extended health, vision)
- People-oriented policies address flexible work arrangements, conference attendance and parental leave
- An appreciation for diversity, equity and inclusion. We believe when people feel valued, respected and included, they are able to achieve their full potential, be more productive, and feel successful and fulfilled.

## How to apply

Please apply to [careers@quinnandpartners.com](mailto:careers@quinnandpartners.com) by May 16 with:

- Cover letter
- Curriculum vitae
- Academic transcripts and professional certificates
- Complete our equity, diversity & inclusion self-identification questionnaire (optional – the questionnaire and instructions can be found on our [website](#))
- Note that as a part of the recruitment process, we will ask for references and do a background check

Quinn & Partners is an equal opportunity employer and seeks to pursue fairness and equity and minimize conscious and unconscious bias in our hiring practices. We are committed to growing a team with diverse backgrounds and experiences. If you require or would like any accommodation in the recruitment process, please let us know in your cover letter.

We will review applications as they are received but may not respond right away. We appreciate your patience.

We look forward to hearing from you!

<https://www.quinnandpartners.com/>

<https://www.bcorporation.net/en-us/find-a-b-corp/company/quinn-partners-inc/>