



Director of People, Talent & Culture

Penetanguishene, a town in [Simcoe County](#) is a waterfront community located on the southeasterly tip of [Georgian Bay](#). Home to over 10,000 permanent residents with a seasonal population increase, the Town of Penetanguishene is seen as both a destination and a starting point. Respectful of its history and natural environment, it offers a rich culture, active lifestyle, well-planned growth, affordable housing, healthcare, employment opportunities and a wonderful opportunity to live one's dream. Big-city amenities (shopping, education, large hospital and more employment opportunities) are a short distance away.

The Town provides its residents and businesses with high quality services and sustainable infrastructure in a financially responsible manner, fostering an engaged community and a diversified economy, while preserving our distinct heritage and natural environment.

Inspire Our Future

As the ideal candidate and our new Director of People, Talent & Culture, you are an inspiring and hands-on leader committed to the mission and values of our organization. You build collaborative relationships and engage staff in support of our values and strategic directions. You demonstrate forward-thinking people practices and can design and implement programs that foster an exceptional workplace culture across the organization.

In this key role, the Director of People, Talent & Culture provides strategic oversight and guidance to a small human resources team while ensuring the effective and efficient delivery of human resources programs and services across the organization. As a member of the municipality's Senior Leadership Team, the Director supports human resource programs and services as identified within the Community-Based Strategic Plan.

In summary, the Director is accountable for aligning HR with strategic needs while leading HR operations including occupational health and safety, employee relations, talent management, training and development, payroll, compensation and benefits, HR information systems (HRIS), labour relations, Diversity, Equity and Inclusion (DEI) and well being.

Ideal Professional Qualifications

- **Management:** Progressive experience in HR management/leadership, including contributions to strategic and organizational decision making.
- **Human Resources Leadership:** 10+ years of hands-on human resources leadership experience. Demonstrated expertise overseeing full-scope human resource portfolios, including payroll, labour relations, organizational development, benefits, health and safety, wellness, DEI and HRIS.
- **Critical Thinking:** Demonstrated superior advisory experience to educate and guide leaders and to recommend innovative, progressive and viable solutions to organizational issues related to human resources.

<https://waterhousesearch.com/wp-content/uploads/2026/03/Career-Ad-Director-of-Human-Resources.pdf>

- **Employee/Labour Relations:** Extensive practical staff relations knowledge and skills including negotiations; grievance handling; arbitration, and performance management.
- **Talent Development Strategies:** Extensive experience in talent development strategies in the areas of recruitment, training and development and succession planning.
- **Service Excellence:** Demonstrated ability to provide customer service excellence across the organization through effective delivery of innovative programs and services in time-sensitive and changing environments.
- **Relationship Management:** Effective human relations skills in dealing with senior leaders, managers, staff and other stakeholders.
- **HR Legislation:** A broad knowledge of legislation relative to the Human Resource fields including the Employment Standards Act & Regulations, Ontario Human Rights Code, Occupational Health and Safety Act and regulations, labour relations and pay equity legislation.
- **Interpersonal and Communication Skills:** Strong organizational, analytical, communications and presentation skills.
- **Education and Designations:** University degree in Human Resources, preference given to those with a graduate degree in Human Resources, Industrial Relations, Business, or related discipline. A minimum CHRL Designation is preferred.

Key Benefits of working at the Town of Penetanguishene

The Town of Penetanguishene offers a competitive salary \$121,426 - \$142,051 and a comprehensive benefits package along with the lifestyle advantages of a vibrant community with nearby waterfront amenities.

How to Apply

To explore this opportunity please apply via email **by March 30, 2026 to careers@waterhousesearch.net** quoting project **TP-DPTC**. Should you wish to speak to our Executive Recruiter or to receive a detailed position description please contact Amy Oliveira at 416-214-9299 x4, amy@waterhousesearch.net or Jon Stungevicius at 416-214-9299 x1, jon@waterhousesearch.net.

Waterhouse Executive Search and the Town of Penetanguishene is committed to an inclusive, barrier free environment. Accommodation will be provided in all steps of the hiring process. Please advise the recruiter if you require any accommodations to ensure that you can participate fully and equally during the recruitment and selection process.

We thank all applicants for their interest, however, only those selected for an interview will be contacted. In accordance with the *Municipal Freedom of Information and Protection of Privacy Act*, personal information collected will only be used for candidate selection.