

JOB POSTING

Human Resources Business Partner

St. John's International Airport Authority (SJIAA) is a private, not-for-profit, non-share capital corporation that oversees the safe and efficient movement of people and goods at Newfoundland and Labrador's premier air transportation gateway. Our mission is to proudly connect Newfoundland and Labrador with the world.

SJIAA was recognized as a Top Employer in Atlantic Canada and received Airport Service Quality (ASQ) awards in both 2024 and 2025. These prestigious recognitions highlight our ongoing commitment to delivering an exceptional airport experience for passengers and for fostering economic growth and social well-being in the communities we serve.

ACCOUNTABILITIES

Reporting to the Director of Strategy, People and Culture the Human Resource Business Partner plays a leadership role in collaborating and responding proactively to the people and culture needs of SJIAA. This role supports all areas of talent management, employee and labour relations, organizational effectiveness, policy development, diversity, equity and inclusion strategies, employee experience, and training and professional development. In addition, the Human Resource Business Partner works with the leadership team to proactively implement best practice solutions that promote and develop a positive organizational culture. The Business Partner will be a cultural ambassador collaborating with all employees and stakeholders.

KEY RESPONSIBILITIES

- Partnering with the leadership team to identify, establish, and execute human resource strategies; establishing trusting relationships with employees and managers.
- Supporting the delivery of key strategic people and culture programs and services including; performance management, recruitment and selection, employee experience, onboarding, and promoting the development of employees and managers.
- Supporting the training and development framework and initiatives.
- Supporting and driving the adoption of human resource digital transformation solutions.
- Designing, developing, and facilitating learning and development programs, team building, and related events.
- Supporting the research, development and implementation of human resource policies and processes.
- Supporting matters related to the collective agreement administration and interpretation, workplace investigations and the resolution of disputes.
- Partnering with all departments to create an environment that optimizes the critical people resources and matches them to the needs of the organization.
- Leading change management within the organization and designing processes and approaches that prepare employees for ongoing change and transformation.

APPLY TO:

People and Culture
St. John's International Airport Authority
careers@stjohnsairport.com

CLOSING DATE: Friday, April 3, 2026

Please note that successful candidates will be required to provide a satisfactory certificate of conduct and educational documentation as a condition of employment.

SJIAA is an Equal Opportunity Employer. We thank all applicants for their interest, but only those selected for an interview will be contacted.

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IDEAL QUALIFICATIONS

- Bachelors Degree with preference for human resources, commerce, or business administration
- A Chartered Professional in Human Resources (CPHR) designation is considered an asset
- Minimum of five years of relevant and progressive leadership experience in human resources
- Experience within a unionized environment is preferred
- Strong strategic mindset and ability to build trusted relationships
- Experience with change management and organizational design is considered an asset
- Strong understanding of labour and employment legislation, regulations, and HR best practices
- Exceptional communication, interpersonal, and negotiation skills
- A combination of relevant education and experience may be considered
- You are results oriented and strive to be the best in what you do
- Must obtain and maintain a valid Restricted Area Identification Card (RAIC), which includes extensive background checks

St. John's International Airport Authority (SJIAA) is an Equal Opportunity Employer. SJIAA is committed to inclusive employee recruitment and selection. SJIAA welcomes and encourages applications from people with disabilities. If you require an accommodation at any point during the selection process, please inform us as soon as possible and we will make every effort to fulfill your accommodation request.

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