



Job Posting Human Resources Advisor

Located in the North Thompson Valley, **Simpcw Resources Group ("SRG")** is a fully-owned Indigenous business dedicated to creating sustainable economic opportunities within the Simpcw'ulécw (Simpcw Territory). Guided by respect for the land, environment, and Simpcw culture, we deliver operational, construction and professional services across a range of industries. We are committed to fostering self-sufficiency, supporting long-term community growth, and balancing economic development with environmental stewardship. Our team of dedicated, talented and innovative individuals is critical to our success as we continue to deliver unique and complex assignments.

Simpcw Resources Group is seeking an experienced **Human Resources Advisor** to provide operational HR leadership and day-to-day support across assigned business units. This role will act as a **trusted partner to managers**, supporting employee relations, workforce decisions, and HR program delivery. The Advisor will play a critical role in ensuring a consistent, compliant, and positive employee experience while enabling leaders to effectively manage their teams.

Our ideal candidate has the **following qualifications**:

- Post-secondary education in Human Resources, Business Administration, or related field
- 3–7 years of progressive HR experience in a generalist or advisory role
- Strong knowledge of employment legislation and HR best practices
- Demonstrated experience handling employee relations matters
- Experience supporting leaders in operational environments (e.g., construction, forestry, hospitality) is an asset
- Experience using **BambooHR** (preferred) or similar HRIS platforms to support employee lifecycle management, reporting, and informed decision-making
- Strong communication, problem-solving, and organizational skills
- Experience working with Indigenous communities is an asset

In this role you will:

- Act as the primary HR contact for assigned business units (e.g., forestry, construction, finance)
- Build strong relationships with leaders to understand operational needs and workforce challenges
- Provide proactive HR support aligned with business goals
- Lead employee relations matters including conflict resolution, investigations, and disciplinary processes
- Provide advice and coaching to managers on performance management, attendance, and workplace issues
- Ensure consistent and fair application of HR policies and practices
- Support onboarding and offboarding programs to ensure a consistent employee experience
- Assist with terminations, restructuring, and workforce changes
- Monitor trends and identify opportunities to improve retention and engagement
- Partner with the HR Coordinator to support delivery of new hire orientation programs
- Provide oversight to ensure accuracy, compliance, and alignment with company culture
- Participate in orientations for leadership or specialized roles as needed
- Lead continuous improvement of onboarding processes
- Partner with managers to define hiring needs and selection criteria
- Participate in interviews and selection decisions as required



- Support recruitment planning while the HR Coordinator leads coordination
- Ensure compliance with employment legislation and internal policies
- Support performance review processes and employee development initiatives
- Contribute to HR programs, training, and policy development
- Act as a bridge between employees and leadership
- Support the HR Manager in executing HR strategies and initiatives
- Promote a positive and respectful workplace culture

What's in it for you?

- **Competitive total compensation:** You'll earn a competitive salary based on your experience and expertise. The expected base salary range for this position is **\$81,000 - \$99,000** per year.
- **Supportive, team-first culture:** Join a positive, collaborative team where your contributions are valued and your voice is heard.
- **Comprehensive benefits:** Extended Health & Dental coverage to support your well-being.
- **Retirement savings support:** Employer-matched Registered Pension Plan (RPP) program to help you plan for the future.
- **Cell phone reimbursement:** Receive \$20/pay period to stay connected.
- **Work-life balance in a great location:** Based in our Barriere or Clearwater, BC offices, enjoy the benefits of small-town living with access to outdoor recreation and a strong community.
- **Career growth & development:** We invest in your future with on-the-job learning, formal training opportunities, and reimbursement for relevant tuition and professional memberships.
- **A workplace where you belong:** Be part of a positive, innovative, and inclusive environment where you can grow your career and make an impact.

Build your future with Simpcw Resources Group

If you're looking to grow your career in a **sustainable, future-focused industry**, there's no better place than **Simpchw Resources Group**.

Rooted in Simpcw values, we are committed to responsible land stewardship, economic development, and creating opportunities that benefit future generations. Here, your work has **purpose, impact, and connection to the North Thompson community**.

You will be a part of a team that is **collaborative, innovative, and proud of the work we do across Simpcw'ulécw (Simpchw Territory)**.

We're growing—and we want you to grow with us, apply today.

Application Process

The Company is committed to supporting employment opportunities for Simpcw First Nation members. Every effort will be made to notify and encourage applications from qualified Simpcw First Nation members prior to or concurrent with broader recruitment efforts. Applications from Simpcw First Nation members will be strongly considered and evaluated based on the qualifications, skills, experience, and operational requirements of the position.

Interested applicants are encouraged to apply online via [Careers Opportunities at Simpcw Resources Group » Join Our Team](#) or via the following

link: <https://simpchwresourcesgroup.bamboohr.com/careers/79?source=aWQ9OA%3D%3D>



About Simpcw'ulécw (Simpchw Territory) & the North Thompson Valley

Located along the North Thompson River, **Barriere and the surrounding region offer a lifestyle that's hard to find anywhere else**, where natural beauty, outdoor recreation, and community connection come together.

Here, you can enjoy:

- Direct access to **lakes, rivers, and backcountry wilderness**
- Year-round recreation like **hiking, fishing, snowmobiling, and skiing**
- A **welcoming, close-knit community** with local events, markets, and traditions
- A more relaxed pace of life with **space to breathe and room to grow**

And when you need it, **Kamloops is just 45 minutes away**, offering expanded amenities, healthcare, and entertainment, giving you the **best of both small-town living and city access**.

Curious what life is like here? Watch these short videos to experience Barriere and the North Thompson Valley: [Barriere | Lower North Thompson Valley](#) [Remarkable People Ep. 20 | Ben Lefler](#) [Remarkable People Ep. 11 | Dale & Barbie](#)

Additional Information

Thank you for your interest in Simpcw Resources Group. Only candidates selected for an interview will be contacted.

Preference may be given to qualified applicants of Indigenous ancestry, in accordance with applicable employment equity legislation.