



We are currently seeking a **Bilingual** (English /French) **HR Coordinator** to support our teams in **Northern New Brunswick** for a **6 - month contract** (with possibility for extension).

Our **Human Resource Coordinator** is a highly valued team member who provides human resources expertise and support to our teams in Northern NB consisting of approximately 60 employees. Our offices in Northern New Brunswick include Beresford, Caraquet, Charlo and Edmundston. We are open to remote work with travel to our offices on a scheduled and as needed basis. Working hours are generally Monday – Friday between the hours of 8:00am and 5:00pm.

We Offer:

- Competitive salary
- Comprehensive group benefits plan
- Travel expenses
- Vacation and personal leave
- Cellphone allowance
- Continuing education
- Employee/employer RRSP matching plan

Position Summary:

Our Human Resources Coordinator is responsible for the following:

Recruitment / Selection

- Recruitment activities, such participating in job fairs at high schools, colleges, universities, online advertisements, job listings, social media and other means to find and hire suitable employees for our organization
- Post and promote positions (Job boards; LinkedIn; Indeed, Website, etc.)
- Review, respond and track incoming resumes and applications
- Conduct phone screen interview
- Schedule interviews
- Review interview outcomes; discuss options with selection team
- Prepare offers of employment and new hire orientation packages

Day to Day Human Resources Support

- Provide day-to-day human resource guidance and support to the Regional Manager, supervisors and employees, including change management, performance and attendance management, disability management (medical leaves) and return to work planning and accommodations
- Provide mentorship and coaching to supervisors who have employee or work-related issues



- Conflict mediation and/or resolution; incident investigation
- Communication of new and updated policies and procedures
- Accountable to maintain and manage employees' personnel file requirements for contract compliance (e.g., criminal record checks with vulnerable sectors Social Development Prior Contact Checks, Level One Autism Module completion, etc.).
- Maintain staffing related data reports
- Attendance Management

Orientation and onboarding

- Manage orientation of new employees to ensure a thorough introduction to the company, our values and ensure proper understanding of company policies and procedures
- Communicate with payroll administration to ensure proper set up of HR and payroll documentation

Dismissals, end of contracts and transitions

- Resignation acknowledgement
- Conduct exit interview and questionnaire
- Communication notifications to stakeholders

Qualifications and Requirements:

The ideal candidate will bring:

- Bilingualism (French and English) is required.
- Post-secondary education or certification in Human Resource Management
- 2-3 years related experience working in the human resources field.
- Equivalent combinations of education and experience may be considered.
- CPHR designation is considered an asset.
- Attention to detail and superior organizational skills are a must.
- Adept and competent using Microsoft Office including Outlook, Word, Excel and Teams.
- Experience with a human resources management software is an asset (ADP, iTacit)
- Demonstrate exceptional abilities to work in a team setting and a high level of professionalism, confidentiality, and integrity, adopting and respecting VIVA's vision and values.
- Exceptional communication skills (written and verbal).
- Present a clear criminal record check, vulnerable sector check and Social Development prior contact.
- Valid Driver's license and access to a vehicle as travel is required.

For more information about our services, please visit <https://www.vivanb.ca/>

Interested applicants are invited to send a cover letter and resume to: hr@vivanb.ca

Application deadline: June 5, 2026