



## WE DELIVER FULFILLMENT

Go Direct is a Third-Party Logistics (3PL) company with locations in Mississauga ON, Calgary AB, and Columbus Ohio. We're a fast-growing, team- focused company that's seeking new talent to join us on our exciting journey.

We are committed to exceeding our customer expectations by identifying and developing opportunities that enhance our customer's supply chain strategies. Through experienced leadership, creative innovation, and state-of-the-art technology, we are committed to continuous operational improvement. Our business philosophy is based entirely on delivering the highest standards of quality service in the most efficient manner possible. We believe every order, every client, every customer, and every employee of Go Direct deserves fulfillment.

We are dedicated to helping our clients succeed. From our front-line team members on our service desk to our innovative engineering team, we are constantly working to support our customers' growth. We're always looking for great people, so if you're dedicated to your craft and thrive in a dynamic environment, join our Go Direct team.

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### ROLE: HR Business Partner

#### Position Overview

This HR Business Partner role touches all aspects of Human Resources while directly partnering with the Vice-President of Operations at our Go Direct Fulfillment Facility to design and implement programs that tie back to business strategy. Your business acumen, interpersonal skills, and ability to make data driven decisions and recommendations will be critical.

#### What You Will Be Doing

- Serves as a trusted advisor for the business, using external and internal insights, data, and trends to identify and help solve key people and business issues
- Support leaders in creating inclusive environments where employees and teams can do their best work
- Identifies people priorities for the organization/client group and aggregates larger cross-group themes
- Leads the prioritization of learning, talent, and compensation activities in partnership with SMEs in support of business priorities and goals
- Supports the development and execution of a talent strategy that enables the achievement of business goals and ensures the identification and development of future leaders, succession planning, and other critical talent

- Proactively identifies opportunities to optimize the organization – structure, size, workforce composition - in support of business outcomes
- Provides leadership coaching and supports team effectiveness efforts with client group through direct and actionable feedback
- Manages and drives multiple HR programs across a variety of divisions/groups in a fast paced, complex, and matrixed business environment
- Build capability within business and support leaders through change

### About You

- Minimum 5 years of directly applicable HR experience – partnering with business leaders to drive strategic and effective people outcomes
- Experience supporting a Supply Chain business is a plus
- Experience in both HR business partner role and specialist area preferred
- Bachelor's degree in related field preferred
- Strong verbal and written communication skills
- Strong analytical and data interpretation skills with an ability to apply quantitative analysis to HR outcomes and use data to influence and drive decisions
- Strong business and people acumen - ability to influence at all levels
- Track record of successfully leading and delivering large, complex programs across multiple teams/organizations with strong project management skills a plus

### What We Offer

- A culture that is both rich and diverse, focused on onboarding great talent
- A collaborative environment built on a foundation of Teamwork
- A coach committed to supporting the achievement of your personal career goals
- Health Care Benefits & Rewards Programs
- Competitive Compensation Program
- A culture that promotes a healthy, fulfilling work/life balance while offering long-term career opportunities

### Equal Opportunity Employer

Go Direct is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

### COVID-19 Precautions and Considerations

- In line with Health recommendations and risk assessments
- Remote interview process available
- In-person interview process available
- Personal protective equipment provided or required
- Social distancing guidelines in place
- Virtual meetings
- Sanitizing, disinfecting, or cleaning procedures in place

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To apply to this job, please submit your resume and a cover letter to [Careers@godirectsolutions.com](mailto:Careers@godirectsolutions.com)  
Please ensure the job title you are applying for is in the subject line.

Thank you for your interest in working with us at Go Direct. If your application meets the criteria we will be in touch.