Rio Tinto

People Partner

Réquisition	R67264
Lieux au Canada	Labrador City, Terre-Neuve-et-Labrador
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Domaine	Ressources humaines
Statut	Permanent · temps plein

The position

- Develop the priorities of the workforce, talent, engagement and organization in direct partnership with the Directors General and the management teams.
- Develop your strategic influence by translating business priorities into practical plans in complex, large-scale and often multigeographic environments.
- Collaborate with a wide network of human resources specialists and partners to achieve consistent and sustainable results.

Rio Tinto looks for better ways to make the materials people need now and in the future. Care, courage and curiosity guide its work and relationships.

We are looking for a staff partner who will be a trusted advisor to the Directors General and their management teams. In this role, you will lead the delivery of human resources, talent, commitment and organizational priorities in a defined portfolio while translating the corporate strategy into practical people's plans.

The position reports to the General Manager, People. It partners with leaders, People Experience, Organisation & Talent Partners and Areas of Expertise to deliver consistent people support.

It is an opportunity to develop your strategic influence, use data to inform decision-making and support leaders in complex, large-scale and often multi-geographic environments.

Responsibilities

- Acting as the first contact for assigned general managers on day-to-day personnel issues, identifying priorities and coordinating delivery through people's experience.
- Translate business strategy into local labour force and people's plans for 0-12 months, then implement solutions tailored to the site or function context.
- Lead operational workforce planning and facilitate delivery of strategic workforce planning fulfilment plans across the portfolio.
- Support complex issues related to labour relations and employees, act as a climbing point for union issues, and coordinate responses with appropriate specialists.
- Lead performance, talent and compensation review processes, including benchmarking sessions, to support fair and consistent decisions aligned with corporate executives.
- Implement local talent promotion strategies, including mentoring programs, and identify requirements for off-cycle benchmarking.
- Analyze data on engagement, workforce, cases and inquiries to identify trends, recommend targeted actions, and inform individual strategies and frameworks.
- Lead organizational change, restructuring and transformation initiatives, enabling leaders to communicate effectively and strengthen commitment and adoption.

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Qualifications

We are looking for someone whose experience aligns with the key requirements below. You do not need to answer each --Help to Success - item to apply. If you bring the relevant experience and are excited about the opportunity, we encourage you to submit an application.

Requirements

- A commitment to the safety of yourself and your team.
- Experience demonstrated in partnership and consultation with leaders, providing practical advice that improves team effectiveness and supports operational priorities.
- Demonstrated ability to translate the operational strategy and labour plans into achievable portfolio priorities, with timely and rigorous delivery.
- Experience in labour relations and labour relations, including the application of executives, risk assessment and escalation of complex or union-related issues.
- Experience in delivering change, restructuring or organizational transformation initiatives in complex environments.
- Ability to interpret workforce, participation and case data and translate knowledge into targeted operational measures.
- The successful candidate must be based in Labrador City or be willing to be relocated to Labrador City.

Assets

- Experience in working with teams specialized in talent, reward, employee relations, talent acquisition or people's experience.
- Work experience in a large-scale, multisite or multigeographical environment.
- A qualification in human resources, professional relations, business or related discipline, or equivalent practical experience.

Pay and benefits

Be recognized for your contribution, your thought and your hard work, and come home knowing that you have helped the world progress.

- A working environment where safety is always the number one priority
- Professional Development & Education Assistance to Advance Your Technical or Leadership Ambitions
- A competitive base salary that reflects your skills and experience with an annual incentive program
- Relocation support is provided, if applicable
- Continued access to family-friendly health and medical care programs, pension and savings plans
- Attractive share ownership plan
- Leave for all of life’s reasons (vacation/annual, paid parental, sick leave)
- Exclusive employee discounts

Work environment

We are a North American producer and exporter of premium iron ore pellets and high-quality concentrates with average iron qualities above 66%. With a team of more than 2,700 employees, the IOC is committed to providing value and continuity to its customers, employees, communities and shareholders through our unique approach to the port mine, taking advantage of our full integration and fully owned infrastructure to deliver our high-quality concentrates and granules to our customers around the world.

IOC activities include a mine with five operating pits, a hub and a granulation plant located near Labrador City, in the province of Newfoundland and Labrador. We also operate a 418 km railway, the Quebec North Shore and Labrador Railway (QNS&L), which links our operations in Labrador to port facilities owned by the Company at Sept-Iles.

Working in Rio Tinto also means choosing to be part of a recognized company among Canada's top 100 employers in 2026 and among Canada's top employers for youth in 2025.

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About Rio Tinto

Rio Tinto is a major international mining and materials company. It operates in 35 countries and produces iron ore, copper, aluminium, critical minerals and other materials for the energy transition and for people, communities and countries.

Rio Tinto draws on 150 years of mining experience across generations and continents. It looks for innovative ways to supply the materials people need, lower emissions and meet environmental, social and governance standards. Collaborating with partners helps the company solve problems and create opportunities that also benefit communities and countries.

Respect and inclusion

Rio Tinto especially welcomes candidates who are Indigenous, women, members of the LGBTQ+ community, older workers, people with disabilities or people from a range of cultural backgrounds.

Rio Tinto wants employees to feel free to be themselves and to speak up. The company respects every culture and sees differences in perspective as essential to its success. It aims to treat people with fairness and dignity regardless of race, gender, nationality, ethnic origin, religion, age, sexual orientation or any other difference.

Pour retrouver cette offre sur le portail de Rio Tinto, recherchez la réquisition R67264.

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