



Beausoleil First Nation Human Resources

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Christian Island, Ontario
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EMPLOYMENT OPPORTUNITY Human Resources Advisor

Posting Date:	August 20, 2026	Salary:	\$52,000-\$60,000 annually
Classification:	Permanent Full Time	Closing Date:	August 27, 2026
Supervisor:	Amber Rose, HR Manager	Vacancy Status:	Existing
Hours of Work:	35 hours/week		

Overview

Beausoleil First Nation is seeking a Human Resources Advisor to join our growing HR team. These new positions will each support a portfolio of departments and play a key role in rebuilding our HR systems and services.

As part of a dynamic and developing workplace, advisors must be adaptable, community-focused, and committed to building something meaningful from the ground up. This is a rare opportunity to shape the future of HR in a proud and growing First Nation government.

As a First Nation employer, Beausoleil First Nation is committed to advancing Truth and Reconciliation, employment equity, and Indigenous representation. Preference will be given to qualified candidates who self identify as Indigenous in accordance with Section 16(1) of the Canadian Human Rights Act. We welcome applicants who bring lived experience, cultural knowledge, and a deep commitment to Indigenous community wellbeing.

Key Responsibilities Include:

- Serve as the lead HR contact for a designated group of departments.
- Plan, coordinate, and oversee full cycle recruitment, onboarding, and offboarding.
- Coach managers on performance management, conflict resolution, and team development.
- Administer and support return-to-work and accommodation processes.
- Manage and advise on grievances and employee relations issues.
- Support the development, interpretation, and application of HR policies.
- Champion professional development, wellness, and holistic employee engagement initiatives.
- Participate in the modernization of HR systems, practices, and technology.
- Actively contribute to the growth of a fair, innovative, and high trust organizational culture.
- Foster strong professional relationships grounded in respect, collaboration, and transparency.
- Embed culturally safe, trauma-informed, and inclusive practices across all HR functions.
- Other HR duties as needed.

Qualifications:

- Diploma or degree in Human Resources or a related field.
- Progressive HR experience in an HR Advisor or similar role.
- CHRP designation or working toward CHRP designation or similar is an asset.
- Strong knowledge of employment legislation and HR best practices.
- Proven skills in employee relations, coaching, policy interpretation, and recruitment.
- High initiative, critical thinking, and sound judgment.
- Strong problem solving and conflict resolution skills.
- Technologically adept and committed to continuous learning.
- Demonstrated cultural sensitivity, integrity, and commitment to community focused HR.

How to Apply

Submit a complete application package including:

- Cover letter
- Resume

*Employer references will be requested in the later stages of recruitment

How to Apply: Email applications are preferred: jobs@chimnissing.ca Alternatively, drop off at the Beausoleil First Nation Administration Building.

Accessibility: BFN is committed to an inclusive, barrier-free process under the Ontario Human Rights Code and AODA. Accommodations are available on request.

AI Use: AI will not be used to make hiring decisions. In rare cases, it may assist with organizing application data.