

This Is The Job: Human Resources Manager

Use this list to kickstart your advertising journey. Speak with your guidance counsellor, teachers, and parents to find out which courses, programs and next steps may be right for you.



What is a Human Resources Manager?

Human Resources means people, and we're the people who hire, train and retain the most talented, skilled and hard-working people we can find. We work with them to bring out their best and help them solve problems along the way.

This is what they do most days

I imagine...

I consult with the senior leadership team to strategize about the best culture and offerings we can provide to our employees.

I design...

I work with our team to create policies and procedures that are clear and concise and to assist the employees in understanding the culture, opportunities, and processes within the agency.

I build...

I connect with employees to build relationships and trust, and work to support them in their success at the agency.

In their own words:

“ I initially attended school to be a therapist, then later changed paths to Human Resources – and my experience with helping others has translated well to this role. So don't put too much pressure on what you want to be. Just follow your passions. Many careers aren't linear and evolve over time!” - Kyleigh W.

“ I chose Human Resources because I enjoy being the support for people; I like to be the one that people can come to, whether it's a question or just to talk. I chose to work for a creative agency because I love the environment where being different and innovative is valued.” - Ashley V.

Explore some of the skills you'll need.

- ✓ Strong people skills
- ✓ Organizational skills
- ✓ Strong communication
- ✓ Understanding of employment law
- ✓ Understanding of legal hiring policies
- ✓ Knowledge of Health and Safety protocols
- Working as part of a team
- ✓ Leadership skills
- ✓ Ability to meet deadlines
- ✓ Ability to understand and enforce company policies

This Is The Job:

Was created to attract more racialized people to the exciting, creative and challenging world of advertising, with the goal of increasing diversity across the entire industry.

To learn more visit thisisthejob.org