



## Human Resources Manager

The Canada-Newfoundland and Labrador Offshore Energy Regulator (C-NLOER) invites applications for the position of **Human Resources (HR) Manager** to provide leadership and service across employee relations, talent acquisition and retention, compensation and benefits, and HR policy. In this role, you'll be a strategic advisor to leaders, a confidential coach to employees, and the custodian of HR records and programs that help enable a high performance environment.

Reporting to the Director of Corporate Services, the HR Manager:

- Leads the HR function for the organization, aligning strategies with our Strategic Framework and organizational and departmental work plans.
- Provides guidance and advice to all levels of leadership on employee relations, performance management, policy interpretation, conflict resolution, career development and succession planning.
- Oversees the recruitment process and provides guidance on talent attraction.
- Stays current on HR issues and emerging trends; and ensures consistent application and continuous improvement of HR policies, programs, and procedures.
- Oversees administration of group insurance benefits, including the C-NLOER's participation in the provincial Public Service Pension Plan.
- Manages compensation programs, including job evaluation, classification, and salary administration.
- Fosters a diverse, equitable, and inclusive workplace that supports employee well-being and belonging.
- Works with management to enhance employee engagement and retention.
- Performs other related duties as needed.

Qualified candidates have considerable experience in a similar leadership role and possess a Bachelor's degree in commerce or business with a concentration in HR. Strong analytical and effective communication and interpersonal skills are essential. Advanced knowledge of HR best practices and Canadian employment laws is required. Candidates must have a commitment to diversity, equity, inclusion and belonging. Experience with Sage (Criterion) HCM software is an asset. Chartered Professional in Human Resources designation is preferred.



Interested persons may submit an application by **February 20, 2026** to:

Human Resources Manager  
Canada-Newfoundland and Labrador Offshore Energy Regulator  
240 Waterford Bridge Road, Suite 7100  
The Tower Corporate Campus – West Campus Hall  
St. John's, NL A1E 1E2  
E-mail: [careers@cnlopb.ca](mailto:careers@cnlopb.ca)

**Who we are:**

The Canada-Newfoundland and Labrador Offshore Energy Regulator (C-NLOER) is the independent agency originally created as the Canada-Newfoundland and Labrador Offshore Petroleum Board (C-NLOPB) in 1986 by the federal and provincial governments under the *Atlantic Accord Implementation Acts*. Legislative amendments that came into effect in 2025 expanded our mandate to include offshore renewable energy and changed our name. The C-NLOER regulates oil and gas exploration and development and will regulate future renewable energy projects in the Canada-Newfoundland and Labrador Offshore Area. Our mandate includes oversight of worker health and safety, environmental protection, resource management and industrial benefits. We currently employ roughly 100 professional staff and have a current annual budget of approximately \$28 million.

The C-NLOER is a diverse, equitable and inclusive workplace. We are an equal opportunity employer and do not discriminate on the basis of race, gender, gender identity, sexual orientation, veteran status, disability, age or any other legally protected status.

Any personal information you submit in support of an application for employment is protected under privacy legislation. Our complete Privacy Statement and further details about the C-NLOER can be accessed on our website at <https://www.cnloer.ca/>.