

ROLE PROFILE

Title: Human Resources Lead

Location: Toronto

Job Type: Full Time / Permanent

Hydrostor (“Hydrostor” or the “Company”) is a developer of Advanced Compressed Air Energy Storage (“A-CAES”) systems, a technology uniquely suited to enable the transition to a cleaner, more reliable electricity grid. A-CAES provides grid services that are not readily replicated by other storage technologies, giving it unique market potential. It flexibly addresses bulk electricity system needs for dispatchable capacity, renewable integration and optimization, transmission deferral and ancillary services, and has applicability for some use in behind-the-meter or remote applications for large industrial operations (such as mines, data centres, etc.). Hydrostor’s solution delivers low-cost, long duration bulk energy storage (hundreds of MWs, 6 - 24+ hours) that is synchronous and emission-free and can be located where required by the grid.

Hydrostor is based in Toronto and is advancing projects in the U.S., Canada, Australia and the UK aggregating 1,200 MW/~10,000MWh. The Company also has an active pipeline of earlier stage projects, and recently raised US\$250 million from Goldman Sachs that will allow it to build its first two projects and significantly expand its pipeline of development projects globally.

Hydrostor is a fast-paced, results-driven organization entering a stage of high growth. As the company is ramping-up its team, it has established a set of core values, tied to its mission:



Hydrostor values, respects and supports the diverse cultures, perspectives, skills and experiences within our team. Our employment decisions are based on business and position requirements without regard to factors such as race, sex, colour, ancestry, place of origin, ethnic origin, same-sex partnership status, sexual orientation, age, disability, citizenship, family status or marital status, creed, gender identity or gender expression, or any other factor that are legislatively protected. Hydrostor is committed to providing accommodations for people with disabilities. We will work with you to meet your needs.



THE POSITION:

Help advance and build the HR function, transitioning it from a predominantly transactional function to a critical strategic partner in a growing business. Support people leaning into high performance teams and a healthy culture, to directly support business success. Provide both tactical and strategic oversight of HR programs and activities in all the major HR pillars including, Talent Management, Performance & Compensation, Health & Benefits, Employee Relations, and Learning/Development. Ensure efficiency and continuous improvement in the administration of HR services. This role is on the front line, is very hands-on, with a commitment to clarifying problems and implementing practical solutions.

YOUR DAY-TO-DAY:

Hydrostor is at an inflection point between being a start-up and evolving into a fully cross-functional, international business. Basic HR transactions are established, but the role of HR in the organization is a work-in-progress. Systems, procedures, policies and all infrastructure is under development, so it's important that you are creative in the face of uncertainty and love rolling up your sleeves. This is as much a "get it done" role, as a "build it" role all the while being a good coach to your peers. You must be able to balance a fast-moving to-do list while executing on a strategic HR agenda.

As this position is privy to highly sensitive information, the utmost confidentiality and discretion is required.

The wish list is below, in no particular order, and reflects the broad scope of this generalist, leadership role:

- Oversee and provide input to HR policies, internal operating procedures and ensure legislative compliance; oversee regular employee training requirements
- Build and own employee on-boarding program to create a welcoming experience reflective of the culture and values
- Provide full-cycle support for recruitment and retention, as well as separations; liaise with international employment legal teams
- Be a go-to resource to fellow employees to assist and support their diverse needs; be a good "coach" to help resolve issues proactively
- Oversee the HR budget, assist in workforce planning and overall resource management
- Liaise with payroll to ensure accuracy in the execution of HR-related items
- Manage HR data and files (electronic and hard copy); collaborate with IT for digital solutions
- Develop and create reports to support strategic HR programs and actively analyze workforce data; support quarterly Board reporting
- Support the annual performance management and compensation cycles; create strong links to company performance and results
- Help develop and deliver internal communications to keep employees informed in a transparent and informative way
- Build and oversee recruitment branding and social media strategy
- Manage org charts



- Assist in benefits service delivery and normal course program renewals; manage relationships with benefits providers; actively assess benefits offering to ensure competitive advantage and employee satisfaction; provide semi-regular reports on usage and effectiveness of the program
- Oversee wellness programming, customized to support employees and their needs -including Employee Family Assistance Program; assess efficacy
- Participate in the design and maintenance of compensation programs and benchmarking best practices to ensure both internal and external equity
- Support the development of strong links between compensation programs and company objectives, ensuring effectiveness
- Participate in relevant salary surveys and ensure that a database of benchmarking data is available as required

WHO YOU ARE:

- Savvy in understanding organizational dynamics
- Able to handle multiple competing priorities, with strong attention to detail, and deliver results
- Highly confidential and discrete, with impeccable moral compass
- Decisive; excellent judgment
- Enjoy working independently and self-motivated
- Able to interpret policy and practice, but not at the cost of common sense
- Strong analytical skills with the ability to work through processes, identify and implement change
- Comfortable (or thrives) operating in the “grey zone”
- Champion of change and transparent communication; excellent communicator
- Strong under pressure and dealing with difficult/conflictual situations
- Compassionate and empathic

WHAT YOU BRING TO THE TABLE:

- 5+ years of front-line HR experience
- Relevant undergraduate degree, preference for HR focus or business
- Certified Professional Human Resources (CHRP) designation is an asset
- Experience building and creating, not just maintaining that which already exists