



# Hbc Human Resources Position Summary



Late Career Roles  
8 - 10 years  
Leveraging Leadership Capabilities

Mid Career Roles  
5-8 years  
Developing critical experience and leadership

Early Career Roles  
3-5 years  
Developing Functional Excellence

*This is a sample of roles within the function. See your local HR Manager for a more detailed discussion on career paths in your function.*

Line HR Roles	Centre of Excellence (COE) HR Roles
<div style="border: 1px dashed black; padding: 2px; display: inline-block; background-color: #ADD8E6;">EVP, HR</div>  VP, HR (Zellers or The Bay) GM, HR Merchandising & Marketing GM, HR Shared Services	VP, Talent Management
HR Director (Bay/Home Outfitters, Zellers) HR Director, Shared Services Regional HR Manager (Bay, Home Outfitters, Zellers) Senior Manager, Training & Development Regional Training Managers Line HR Senior Manager	Director - Labour Relations, Health & Safety (Logistics) Director, Internal Communications Director, Compensation Director, Training Services Director HR Core Services National Associate Relations Manager Senior Manager Health & Safety Senior Manager, Talent Planning & Acquisition HR Senior Manager
Assistant Regional HR Manager (Bay, Home Outfitters, Zellers) HR Manager	Health & Safety Manager HR Manager Corporate Recruiter
<div style="border: 1px dashed black; padding: 2px; display: inline-block; background-color: #ADD8E6;">HR Administrators, Supervisors &amp; Coordinators</div>	