HUMAN RESOURCES BUSINESS PARTNER

Southern Alberta | Lethbridge, Taber, or Burdett Area
Full-Time or Part-Time Consideration
(Full-Time Annual Base Salary $60,000 - $80,000)

ABOUT KAMPER GROUP

The Kamper Group of Companies is a proudly Canadian agricultural business rooted in Southern Alberta, with production sites located near Burdett, Vauxhall, and Hays. Established in the spring of 2009, the Kamper family brought generations of farming experience from the Netherlands to Canada, where they have since focused on cultivating irrigated, high-value crops. Their primary efforts are dedicated to Farm Fresh potatoes and Belly River Seed Potatoes, while they also grow sugar beets, edible beans, seed canola, and wheat. The Kamper Group operates through three branches, Belly River Seed Potatoes, Forty Mile Ventures, and Kamper Farm Fresh/Wild Rose Packing Inc, to oversee their farm operations, crop production, and processing for sale across Western Canada and the United States. The Kamper Group is deeply committed to the principles of sustainability, innovation, teamwork, safety, and continuous improvement. From planting to harvesting and every step in between, their dedicated team works collaboratively to deliver excellence for their customers, ensuring top-quality products and reliable service at every stage.

ABOUT THE ROLE

Reporting to the Kamper family, the Human Resources Business Partner will provide practical HR support to employees and leaders across the organization. This newly created role will manage recruitment, onboarding, benefits, WCB, employee records, performance processes, employee relations, and policy development. The HR Business Partner will also help establish consistent HR practices as the company grows.

The position supports a seasonal workforce of approximately 50 to 95 employees across Lethbridge, Taber, and Burdett. Regular travel between locations is required, with flexibility in the successful candidate's primary work location.

Kamper Group will consider candidates seeking full-time or reduced hours. The role is suited to an independent and resourceful HR generalist who can manage daily needs, lead projects, and seek specialized advice when required

KEY RESPONSIBILITIES

- Serve as a trusted HR resource for employees, managers, and owners.
- Coordinate recruitment, interviews, references, offers, and candidate communication.
- Develop consistent onboarding, orientation, and offboarding processes.
- Maintain confidential employee files, job descriptions, and training records.
- Administer benefits, WCB, leaves, accommodations, and return-to-work processes.
- Support performance reviews, attendance, corrective action, and employee relations.
- Address workplace concerns through fair research, documentation, and follow-up.
- Develop and update HR policies, procedures, templates, and handbook materials.
- Monitor Alberta employment requirements and seek specialized advice as needed.
- Coordinate training, professional development, safety, and employee awareness programs.

- Support Temporary Foreign Worker and Labour Market Impact Assessment applications.
- Coordinate employee recognition, service awards, engagement, and staff events.
- Support workforce scheduling, seasonal staffing, shift planning, and special projects.
- Track headcount, vacancies, turnover, attendance, training, and other HR measures.
- Work with Finance and payroll to communicate employee and benefit changes.
- Travel regularly between Kamper Group locations to support employees and operations.
- Complete other HR and organizational projects based on business needs.

SKILLS AND QUALIFICATIONS

- Post-secondary education in Human Resources, Business, or a related field is an asset.
- Three to five years of progressive HR generalist experience.
- Experience with recruitment, onboarding, benefits, WCB, and employee relations.
- Working knowledge of Alberta employment, safety, human rights, and privacy requirements.
- Experience developing HR policies, procedures, handbooks, and templates.
- Experience supporting seasonal, industrial, agricultural, or multi-site operations is an asset.
- Knowledge of the Temporary Foreign Worker and LMIA processes is an asset.
- Ability to work independently, research issues, and make practical recommendations.
- Strong communication, relationship-building, and conflict-resolution skills.
- Sound judgment and discretion when handling confidential or sensitive matters.
- Strong organization, documentation, and time-management skills.
- Proficiency with Microsoft Office and familiarity with HR or payroll systems.
- Valid driver's licence and ability to travel within Southern Alberta.
  Fluent English is required; Dutch or Spanish is an asset.

WHY JOIN KAMPER GROUP?

- Join a progressive, growing, family-run agricultural organization.
- Help build practical HR programs, processes, and workplace practices.
- Work directly with owners and operational leaders across the business.
- Gain broad HR experience in a varied and hands-on environment.
- Receive competitive compensation, benefits, and a Health Spending Account.
- Access ongoing training, professional development, and opportunities to grow.

Please apply through MNP's official recruitment process or email your resume to Gwen.Frizzell@mnp.ca with **Kamper Group** in the subject line. Please do not contact Kamper Group or its employees directly regarding this opportunity.