



Airbus Helicopters employees wearing pink as a team in support of Breast Cancer Awareness Month.



Sifa Lwesso, Tran Thai and Alessandra Cascioli are nurses at McMaster Children's Hospital. They first worked there as nursing students in the Hamilton Health Sciences extern program.



Community Dental Team – Steph Driscoll, Certified Dental Assistant, Nicole Garside, Registered Dental Hygienist, Jenna Whitney, Registered Dental Hygienist. CONTRIBUTED



Hamilton-Niagara's Top Employers

VIEW ONLINE AT
thespec.com

HAMILTON-NIAGARA'S
TOP EMPLOYERS 2024



CELEBRATING THE BEST PLACES TO WORK

Now in its 17th year, Hamilton-Niagara Top Employers is an annual competition organized by the editors of Canada's Top 100 Employers.

This special designation recognizes the employers in the Hamilton-Niagara area of Ontario that lead their industries in offering exceptional places to work. Editors at Mediacorp review employers on

eight criteria, which have remained consistent since the project's inception: (1) Workplace; (2) Work Atmosphere & Social; (3) Health, Financial & Family Benefits; (4) Vacation & Time Off; (5) Employee Communications; (6) Performance Management; (7) Training & Skills Development; and (8) Community Involvement.

The editors publish detailed 'reasons for selection' for these criteria, providing transparency in the selection of winners and a catalogue of best practices for employers and job-seekers alike. Details on the selection criteria and information on how to apply can be found at:

<https://www.canadastop100.com/niagara/>

AREA WINNERS INCLUDE:

Airbus Helicopters Canada Limited

238 full-time employees
airbushelicopters.ca

Airbus Helicopters Canada Limited is a helicopter assembly, design and repair company.

- Airbus Helicopters Canada Limited provides new employee referral bonuses when employees help to successfully recruit a new candidate, to \$1,000 depending on the position
- Airbus Helicopters Canada Limited encourages employees to continue learning throughout their careers with tuition subsidies for courses at outside institutions, as well as through a variety of in-house training initiatives, including career planning, paid internships, apprenticeships and formal mentoring
- Airbus Helicopters Canada Limited lets everyone share in the fruits of their labour through profit-sharing, year-end bonuses, and a share purchase plan, available to all employees

Algoma Central Corporation

1330 full-time employees
www.algonet.com

Algoma Central Corporation is a provider of domestic shipping, ocean shipping and ship repair services.

- Algoma Central Corporation provides a range of

financial incentives including a share purchase plan, available to all employees, signing bonuses for some, and new employee referral bonuses

- Algoma Central Corporation invests in ongoing professional development with subsidies for tuition and professional accreditation and financial bonuses for some course completions (ranging from \$500 to \$18,000)

- Algoma Central Corporation helps employees plan for life after work through a defined contribution pension plan along with retirement planning assistance services -- employees may also be able to take advantage of phased-in retirement work options

ArcelorMittal Dofasco G.P.

4709 full-time employees
dofasco.arcelormittal.com

ArcelorMittal Dofasco G.P. is a supplier of steel products to markets across North America.

- ArcelorMittal Dofasco supports its new mothers with maternity leave top-up payments (to 100 per cent of salary for eight weeks) and supports new parents-to-be with generous fertility support subsidies, to \$15,000
- ArcelorMittal Dofasco encourages its employees to become recruiters for the company with generous new employee referral bonuses, to \$500 for each successful new hire
- ArcelorMittal Dofasco supports long-term personal and professional development through generous tuition subsidies for courses both related and unrelated to an employee's current position (to a \$24,000 lifetime maximum), and offers academic scholarships for children of employees who wish to

pursue post-secondary education (up to \$2,500 per child)

Bethesda Community Services

321 full-time employees
www.bethesdaservices.com

Founded in 1937, Bethesda Community Services provides services and supports to children, youth and adults with special needs.

- Bethesda supports employees who want to start a family with maternity and parental leave top-up for new and adoptive parents (to 75 per cent of salary for up to 15 weeks) and offers the option to extend their paid leave to an unpaid leave of absence
- Bethesda helps employees plan ahead with the security of a defined benefit pension plan and offers a number of helpful discounts programs to help in the day-to-day, including discounts on home and auto insurance

Brock University

1705 full-time employees
www.brocku.ca

Brock University is a post-secondary educational institution with approximately 18,700 undergraduate and graduate students and 580 faculty members.

- Brock University encourages employees to keep fit and healthy with subsidized memberships to a full fitness facility that offers classes, personal assessments, a swimming pool, gymnasiums, studios, and outdoor tennis courts, as well as recreational drop-in badminton, basketball, volleyball and more

- Varying by employee group, Brock University helps all employees save for the future through a hybrid pension plan -- faculty employees may also be able to ease into their retirements through phased-in work options when nearing retirement

- Brock University encourages employees (and eligible dependents) to continue learning by waiving tuition fees for the university's undergraduate and graduate courses -- the university also offers a number of in-house development programs, including paid internships, formal mentoring and leadership development programs

Conservation Halton

143 full-time employees

www.conservationhalton.ca

Conservation Halton protects and manages water and other natural resources of the Halton region.

- Conservation Halton generously offers a full year of maternity and parental leave top-up for new parents (to 75 per cent of salary) and supports families with children of all ages through a formal Employee and Family Assistance Program

- Conservation Halton offers the unique benefit of free access to all Conservation Halton parks as well as discounts on camps for children, events, food purchases, facility rentals as well as snowshoe and ski rentals

- Conservation Halton starts new employees with three weeks of paid vacation, moving to four weeks after only two years on the job -- and considers the previous work experience of senior personnel when setting individual vacation entitlements

City of Hamilton

6070 full-time employees

www.hamilton.ca

The City of Hamilton provides municipal government services to local businesses and a population of over 579,000 residents.

- City of Hamilton reaches out to the next generation with summer jobs and co-op work terms, and supports employees who want to take the next step in their careers with leadership development programs and career growth and development embedded as a formal part of each individual's performance process

- City of Hamilton supports positive mental health

through a dedicated advisory committee and workplace mental health and well-being strategy, training for people leaders, awareness and anti-stigma campaigns, and coverage for mental health practitioners as part of its benefits plan (up to \$1,000 per year)

- City of Hamilton helps employees plan for the future with the security of a defined benefit pension plan along with retirement planning assistance services and employees may be able to take advantage of phased-in retirement work options when nearing retirement about inflation and to acknowledge the hard work of employees over the course of the past two years

Durward Jones Barkwell & Company LLP

139 full-time employees

www.djbb.com

Founded in 1940, Durward Jones Barkwell & Company LLP is a chartered accounting firm that provides assurance, taxation, and information technology services.

- Durward Jones Barkwell & Company offers a number of awards through the peer-to-peer Get Caught recognition program, featuring cash awards for nominees and nominators as well as introducing the simple Made My Day category that encourages employees to acknowledge day-to-day support from colleagues

- Durward Jones Barkwell & Company supports its new parents with maternity and parental leave top-up payments for 17 weeks of their leave -- and maintains an open and flexible policy when it comes to needing time away to balance their day-to-day lives and attend to family matters when needed

- Durward Jones Barkwell & Company helps employees save for life after work with contributions to a defined contribution pension plan -- and lets employees share in the firm's successes through a formal year-end bonus program

Eaton Industries Company

1627 full-time employees

www.eaton.com/ca/en-gb.html

Eaton Industries (Canada) Company, a division of Ohio-based Eaton Corporation, manufactures and markets electrical control

products and power distribution equipment.

- Eaton Industries (Canada) Company supports ongoing employee development from apprenticeships and paid internships to formal mentoring and leadership development programs -- and offers tuition subsidies for courses related and not directly related to their current positions

- Eaton Industries (Canada) Company encourages employees to support and volunteer in their community through paid volunteer time and matching charitable donations -- the company's charitable focus is directed towards numerous local initiatives working to help individuals and families in need

- Eaton Industries (Canada) Company helps employees save for the future through a defined contribution pension plan and offers a range of helpful financial perks to help along the way, including new employee referral bonuses, discounts on a range of consumer products (including cars) and discounts on auto and home insurance and mortgage rates

Hamilton Health Sciences

8320 full-time employees

www.hamiltonhealthsciences.ca

Hamilton Health Sciences is a provider of acute and specialized health-care services.

- Hamilton Health Sciences offers employees an impressive range of eating options through its onsite market-style cafes and cafeterias that feature regularly themed meals and daily chef-inspired entrees, made-to-order grill items, all-day breakfasts, daily flatbreads and panini sandwiches, oven-baked pizzas, prepared sandwiches and salads and soups to go -- employees can also grab a cup of freshly brewed house espresso and Starbucks coffees

- Hamilton Health Sciences created the Shine wellness program to support employee well-being -- through the program, employees can take advantage of free massage clinics, onsite wellness centres and walking tracks, and free onsite fitness classes

- Hamilton Health Sciences offers long-term peace of mind with retirement planning assistance and a defined benefit pension plan, and provides a number of helpful financial perks along the way, including discounted home and auto insurance, and low-interest home loans

HAMILTON-NIAGARA'S TOP EMPLOYERS 2024

Hamilton Oshawa Port Authority

58 full-time employees

www.hopaports.ca

The Hamilton-Oshawa Port Authority controls the ports in Hamilton and Oshawa in Ontario.

- Hamilton Oshawa Port Authority supports ongoing employee development starting with paid internships through to leadership development courses along with tuition subsidies for courses at outside academic institutions
- Hamilton Oshawa Port Authority supports a number of local charitable initiatives each year with a focus on youth and education, marine advocacy, and infrastructure -- the organization offers two paid days to volunteer and matches employee generosity with donations of up to \$400 per employee per year
- Hamilton Oshawa Port Authority provides maternity and parental leave top-up for new parents (to 90 per cent of salary for up to 17 weeks) and offers coverage for fertility drugs if needed (to a lifetime max of \$10,000)

InvestorCOM Inc.

65 full-time employees

investorcom.com

InvestorCOM Inc. is a provider of regulatory compliance software and communications services to banks, asset managers, insurance companies and investment dealers.

- InvestorCOM offers inclusive family-friendly benefits with maternity and parental leave top-up payments for all new parents, to 70 per cent of salary for 17 weeks
- In the past year, InvestorCOM rolled out a wellness and lifestyle spending account (\$300 per year) to enable employees to cover the costs of related expenses, and maintains a wellness committee responsible for regular wellness programming, such as participation in Bell Let's Talk Day
- InvestorCOM employees are encouraged to keep fit with a fully-equipped onsite fitness facility that offers employee-led yoga and meditation classes

Joseph Brant Hospital

1270 full-time employees

www.josephbranthospital.ca

Joseph Brant Hospital is an acute care hospital that provides integrated health-care services to Burlington and surrounding areas.

- Joseph Brant Hospital supports its new moms, dads and adoptive parents with maternity and parental leave top-up payments -- to 84 per cent of salary for up to 27 weeks for new moms, and up to 12 weeks for dads and adoptive parents, with top-up duration varying by employee group
- Along with retirement planning assistance, Joseph Brant Hospital helps employees save for the future through a defined benefit pension plan -- and offers phased-in work options for employees when they near retirement
- Joseph Brant Hospital has introduced a number of programs in partnership with the Canadian Mental Health Association, including mental health micro-learning sessions and mental health leadership training -- the hospital also hosts pet therapy visits, yoga and other healthy workplace initiatives every month, and employees have access to a new relaxation lounge complete with massage chairs, yoga mats and other therapeutic equipment and supplies

L3HARRIS Technologies

1371 full-time employees

www.l3harris.com

L3HARRIS is a leading manufacturer of stabilized camera and microwave transmission systems that produce stable images from moving platforms.

- L3HARRIS Technologies encourages employees to recruit their friends with generous new employee referral bonuses, from \$500 to \$2,500 depending on the position
- L3HARRIS Technologies offers training and development opportunities for individuals at various stages of their career, from paid internships for recent grads to formal mentoring and leadership development programs for more experience personnel -- and offers generous tuition subsidies for courses related and not directly related to their current positions
- L3HARRIS Technologies supports new parents

with maternity and parental leave top-up payments along with the option to phase-in their return to work at the end of their leave

McMaster University

6965 full-time employees

www.mcmaster.ca

Founded in 1887, McMaster University is a post-secondary institute that serves over 31,000 students.

- McMaster University helps employees prepare for life after work with retirement planning assistance services along with a defined benefit pension plan -- and some employees have the option of transitioning into retirement smoothly with phased-in retirement work options
- McMaster University supports positive mental health through expanded coverage of mental health practitioners as part of its benefits plan (providers include clinical counsellors, licensed marriage and family counsellors, and psychotherapists) and a dedicated mental health site with resources and supports for students, staff and faculty
- McMaster University offers hybrid and flexible work arrangements as well as a variety of onsite amenities when working on campus -- from a community garden and green house to extensive fitness facilities (with subsidized memberships for family members) such as a climbing wall, outdoor track, outdoor fitness circuit, pool, dance studio, squash courts and much more

Meridian Credit Union Ltd.

1923 full-time employees

www.meridiancu.ca

Meridian Credit Union is an Ontario credit union that offers a range of financial products and services to individuals and businesses

- Meridian Credit Union helps employees balance their work and personal lives through flexible work options and offers a unique hybrid work program that lets employees apply to work remotely from an approved location outside an employee's province of hire for a determined period of time each calendar year
- Meridian Credit Union supports new parents-to-be through fertility support payment for prescription drugs as well as IVF treatments if required (to a

lifetime maximum of \$15,000) -- and offers all new parents maternity and parental leave top-ups, to 100 per cent of salary for eight weeks

- Meridian Credit Union helps employees save for their retirement through a defined contribution pension plan along with a year-end bonus program and discounts on home loans as well as auto and home insurance

Mohawk College 1136 full-time employees www.mohawkcollege.ca

Founded in 1947, Mohawk College is a post-secondary institute that offers full-time, apprenticeship, and co-op programs.

- Mohawk College offers tuition subsidies for courses at the college (or other institutions) up to a lifetime max of \$10,500 and supplements this through an interest-free loan program for continuous learning throughout an employee's career

- Mohawk College provides generous maternity and parental leave top-up payments to its new moms (to 93 per cent of salary for 52 weeks), as well as top-up for new dads and adoptive parents (to 93 per cent of salary for 35 weeks) -- and employees can apply to extend their leave into an unpaid leave of absence

- Mohawk College helps employees plan for life after work with retirement planning assistance services and contributions to a defined benefit pension plan -- and employees may be able to take advantage of phased-in retirement work options

Niagara College Canada 846 full-time employees www.niagaracollege.ca

Niagara College Canada is a provider of applied post-secondary education and training.

- Niagara College encourages employees to keep fit and healthy with subsidized access to an onsite fitness facility that offers a complete range of equipment and facilities as well as instructor led fitness classes such as yoga, Zumba and full body HIIT

- Niagara College provides exceptional maternity and parental leave top-up for new mothers, to 93 per cent of salary for a full year, and offers parental top-up for fathers and adoptive parents (to 93 per cent

of salary for up to 36 weeks) -- employees also have the option to phase-in their return to work

- Niagara College helps employees to plan ahead with retirement planning assistance and contributions to a defined benefit pension plan -- and encourages employees to remain connected to the college community through a dedicated retirees' association

Niagara Health 3598 full-time employees www.niagarahealth.on.ca

Niagara Health is a provider of acute health-care services to the residents of the Regional Municipality of Niagara

- Niagara Health supports overall employee wellness through a number of in-house initiatives, including the Be Well strategy (which includes an annual wellness fair), The Working Mind training program, the Art to Heart program, and numerous on-going health initiatives from onsite mini-massages to wellness rooms and more

- Niagara Health offers training and development opportunities for individuals at all stages of their careers, including tuition subsidies for employees pursuing additional studies, leadership development programs, and co-op placements and paid internships for the next generation

- Niagara Health maintains a culture of recognition through a variety of initiatives, including the annual Nursing Week Awards, Awards of Excellence, an annual Interprofessional Awards Celebration and the Just Because Cards on-the-spot awards program for patients (and their families) to recognize employees who helped create a positive patient experience

QM Environmental 514 full-time employees www.qmenv.com

QM Environmental is structural demolition, waste management and site remediation firm that operates across the country.

- QM Environmental encourages a focus on safety through quarterly safety awards for individual employees and an annual awards program for teams who live up to the firm's motto: Done Safely, Without Compromise

- QM Environmental supports ongoing professional



Hoop Dance Indigenous Gathering Place at Mohawk College. CONTRIBUTED

development throughout an employee's career, including apprenticeships, paid internships, mentoring, leadership development as well as tuition subsidies for courses at outside academic institutions

- QM Environmental encourages employees to become recruiters for the company with new employee referral bonuses when they successfully recruit a new candidate, from \$500 to \$1,000 depending on the position

St. Joseph's Healthcare Hamilton 3156 full-time employees www.stjoes.ca

St. Joseph's Healthcare Hamilton is a multi-site teaching hospital and academic health science centre with more than 4,900 full- and part-time employees.

- St. Joseph's Healthcare Hamilton's Starry Night social committee organizes a number of events to connect employees inside and outside of work, including a summer barbecue, outdoor family movie night, monthly food truck visits throughout the summer months, and Treat Trolley visits that roll through hospital units on Valentine's Day, Halloween and during the annual Nursing Week

- St. Joseph's Healthcare Hamilton offers a number of initiatives to help employees prioritize their wellness, including access to a platform called Wellbeats (with virtual fitness classes, nutrition guidance and mindfulness programming), wellness challenges, and lunch and learns on various dimen-

HAMILTON-NIAGARA'S TOP EMPLOYERS 2024

sions of wellness, such as intellectual, financial, and spiritual wellness

- St. Joseph's Healthcare Hamilton encourages employee development through in-house training and tuition subsidies for courses related to an employees' position (to \$1,000 annually) -- the hospital also provides summer opportunities, co-op placements and internships to students completing high school and post-secondary studies, particularly in nursing



Employees celebrate at McMaster's Staff and Faculty Appreciation BBQ. CONTRIBUTED

Stryker Canada ULC 715 full-time employees www.stryker.com

Stryker Canada ULC is responsible for the sales, marketing, and distribution of Stryker's medical technologies, including reconstructive, medical and surgical, and neurotechnology and spine products, to leading health-care institutions in all provinces.

- Stryker Canada provides generous maternity and parental leave top-up payments to new mothers and fathers, including adoptive parents (to 100 per cent of salary for 26 weeks) and supports parents-to-be with a subsidy for fertility drugs if needed (to a lifetime max of \$15,000)
- Stryker Canada starts new employees with three weeks of paid vacation and considers previous work experience when setting starting vacation entitlements for senior personnel
- Stryker Canada supports a formal charitable giving committee that organizes events and fundraising

campaigns every year (chosen with employee feedback) and encourages employees to get involved with paid volunteer time and matching charitable donations

Tim Horton Children's Foundation, Inc. 105 full-time employees timscamps.com

The Tim Horton Children's Foundation serves youth from low-income families in Canada and the United States, and operates seven camp locations.

- Head office employees at Tim Horton Children's Foundation enjoy working at a 400-acre property in the Grand River watershed where they can take breaks outside on walking trails and also arrange family access to camp activity areas, including arts and crafts and sports facilities
- Tim Horton Children's Foundation's head office closes half an hour earlier on Fridays to help employees get an earlier start to their weekends -- the program is permanent and applies all year round
- Tim Horton Children's Foundation supports employees who want to start a family with maternity and parental leave top-up payments, to 70 per cent of salary for six weeks for new mothers and fathers -- and new parents can also apply to phase-in their return to work after their leave

Wolseley Canada Inc. 2961 full-time employees www.wolseleyinc.ca

Wolseley Canada Inc. is a distributor of plumbing and heating products, building materials, lumber products, and industrial pipes, valves and fittings.

- Along with numerous product discounts through the Perkopolis program, Wolseley Canada offers employees generous discounts on products from its many vendors and suppliers, leading to significant savings if an employee is renovating or just needs an essential item for their home, including furnaces, air conditioners, fixtures, showers, bathtubs and more
- Wolseley Canada recently established the unique Wolseley Family Fund to provide emergency support grants (up to \$2,000) for employees in need and experiencing unexpected personal or financial

challenges

- Wolseley Canada encourages employees to adopt healthy habits and lifestyles through monthly wellness seminars, discounted fitness club memberships, mental health coverage (to \$1,000 annually), and a Family Assistance Program Lifestyle Spending Account that can be used to help with expenses such as daycare, kids' summer camps, eldercare and more

WS Audiology Canada Inc. 114 full-time employees www.wsa.com

WS Audiology Canada Inc. is a leading manufacturer of hearing aids, manufacturing one out of every four hearing aids used worldwide including hearing aids sold under the Siemens, Signia, Audio Service, Rexton and A&M brands.

- WS Audiology Canada offers learning and development opportunities for individuals at all stages of their career, including onboarding, in-house and online training options, leadership development programs for experienced employees, and tuition subsidies for courses at outside academic institutions
- WS Audiology Canada encourages employees to save for the future with matching RSP contributions and offers referral bonuses as an incentive for employees to recruit candidates from their personal networks, up to \$5,000 depending on the position
- WS Audiology Canada starts new employees with three weeks of paid vacation along with providing up to five paid personal days and additional time off between the Christmas and New Year's holidays



Photo courtesy of St. Joseph's Healthcare Hamilton.

**HAMILTON AREA'S
TOP EMPLOYERS 2024**
AIRBUS HELICOPTERS CANADA LIMITED

Motivated and engaged employees are key to reaching new heights at Airbus Helicopters Canada

Proudly Canadian, Airbus Helicopters Canada completes, customizes and delivers aircraft to customers throughout Canada and is the centre of excellence for engineering and composite manufacturing within North America. Their focus is on a strong commitment to safety, quality, and their core values, which serve as the launching point for everything they create.

Airbus Helicopters Canada's dedication to teamwork, reliability, customer focus, respect, creativity and integrity isn't just what the company stands for; it's what draws and captivates their employees.

As the world's No. 1 helicopter manufacturer, Airbus employs over 4,000 professionals across its Canadian subsidiaries. The Fort Erie headquarters of Airbus

Helicopters Canada is home to over 250 highly skilled employees. The company champions a culture of speaking up, which reinforces its strong reputation for safety and innovation, while also involving employees in community activities.

"Airbus believes in creating and fostering working environments where our employees feel supported, empowered and capable in their roles," says Dwayne Charette, President of Airbus Helicopters Canada. "We're proud to offer online training through COAST through the Ontario Aerospace Council, as well as many opportunities for paid internships, apprenticeships, formal mentoring and co-ops," he adds.

In addition to their priority to support employee growth and

250
highly skilled
employees

760+ aircrafts
operated by
220+ operators
in Canada



Airbus Helicopters employees wearing pink as a team in support of Breast Cancer Awareness Month.

"Airbus believes in creating and fostering working environments where our employees feel supported, empowered and capable in their roles," says Dwayne Charette, President of Airbus Helicopters Canada.

training, there are many other attractive perks to working at Airbus. "We offer a fantastic benefits package, employee bonuses, and a hybrid working policy, and participate in many projects throughout the year that give back to our communities

and support causes that are important to our employees," Charette explains.

The company also offers profit sharing, a pension plan, service recognition awards, and much more.

Having a motivated and engaged workforce is what empowers Airbus to consistently meet and exceed customer expectations. "We're truly honoured to once again receive this award. Our greatest asset is our people. Without them, supporting our customers in their vital missions would be impossible," Charette says.

To explore the dynamic and exciting career opportunities at Airbus, please visit www.airbushelicopters.ca/airbus-company/careers/how-to-apply.

Proudly Canadian Since 1984

We are proud to work with a team of outstanding individuals around the country, supporting each other and our customers.

Ready to join our team? Visit airbushelicopters.ca to learn about exciting job opportunities in the aerospace industry.

Learn how Airbus Helicopters Canada is making it fly from Fort Erie, Ontario!



HAMILTON AREA'S
TOP EMPLOYERS 2024

THE CITY OF HAMILTON
The City of Hamilton: A place to grow personally and professionally

With more than 8,000 employees across multiple divisions, the City of Hamilton offers a rewarding and inclusive work environment at any stage of a person's career.

The City of Hamilton provides excellent career opportunities that span across city departments and divisions including Recreation, Forestry, IT, Emergency Services and Public Health.

Along with the variety of career paths, the City also affords ample opportunity for growth and development, including a tuition reimbursement program and a robust learning framework. "Not only do we want our

employees to thrive in their current jobs, we want them to have the opportunity to grow and develop their professional goals," says Lora Fontana, Executive Director, Human Resources, City of Hamilton.

Employees have consistently noted that they take pride in the work they do and feel they are helping make an impact by working for the City of Hamilton.

"Many of our employees live in the community in which they work and are committed to helping the City be the best place to raise a child and age successfully," says Fontana.

"We aspire to be a positive, creative and supportive place to work," says Jason Thorne,

The City offers a competitive total rewards package

More than 8,000 employees deliver over 70 services to the City of Hamilton



Community Dental Team – Steph Driscoll, Certified Dental Assistant, Nicole Garside, Registered Dental Hygienist, Jenna Whitney, Registered Dental Hygienist. CONTRIBUTED

"We are proud of our employees who continually provide the community with steadfast commitment to improving the City." – Jason Thorne, Interim City Manager, City of Hamilton

Interim City Manager, City of Hamilton. "Being recognized as a top employer in the Hamilton-Niagara Region for the ninth year in a row proves we are succeeding."

The City provides a competitive benefits package, a defined pension plan, vacation entitlements, career development, unique perks, and more. The City of Hamilton is

currently recruiting for a number of positions, including in the City's two long-term care homes, seasonal positions, in the information and technology division, and planning and economic development. Student summer recruitment also opens in late November. Job opportunities at the City of Hamilton can be viewed at www.hamilton.ca/careers.



Proud to be a Top Employer in Hamilton-Niagara!

Our vision:
To be the best place to raise a child and age successfully.

HAMILTON.CA @CITYOFHAMILTON





CONSERVATION HALTON

Cultivating a committed team of environmental stewards

United by the goal of preserving and protecting the region’s natural environment, Conservation Halton presents the optimal choice for those passionate about cultivating a green, resilient and connected tomorrow.

“People are the heart of our work at Conservation Halton,” says Hassaan Basit, President and CEO of the organization. “We strive to support and empower our employees in all that they do to achieve our collective ambition.”

The organization stewards a lush network of conservation areas — eight parks in total across Halton Region — which provide unlimited outdoor opportunities to 1.2 million annual visitors.

A dedicated and diverse team of 750 individuals, comprising full-time, long-

term contract, and seasonal staff, work to ensure a healthy watershed with vibrant greenspaces for our growing communities. Along with protecting local streams, forests and other natural areas, they deliver a range of immersive programs and experiences that connect people with nature.

“From ecologists, foresters and engineers to outdoor educators and program instructors, our team embraces an ‘environmental start-up mentality,’” says Plezzie Ramirez, Director, Human Resources. “That means our employees benefit from a highly collaborative culture where innovation is celebrated.”

Offering a full-season schedule of community programming and curriculum-linked outdoor education for school groups,

More than
1.2M annual
park visitors

Over 1,100
full-time, long-
term contract,
and seasonal
staff employed
in 2023



Conservation Halton Restoration staff (left to right: Jake, Steven, Mike and Julianna) on-site at Flamborough Centre Park.

“People are the heart of our work at Conservation Halton,” said Hassaan Basit, President and CEO, Conservation Halton. “We work hard to support and empower our employees in all that they do to achieve our collective ambition.”

the tight-knit team at Conservation Halton serves every walk of adventurer, from budding nature lovers to well-seasoned outdoor enthusiasts.

Joining Conservation Halton comes with numerous perks, such as competitive wages

starting at \$17 per hour, flexible work arrangements and free access to hundreds of conservation areas across Ontario. Full-time staff are also enjoying excellent benefits, a generous vacation allowance, professional development opportunities — including programs with the

DeGroote School of Business — and robust employee wellness initiatives that promote mental health.

Conservation Halton is currently hiring for seasonal opportunities at their Glen Eden ski and snowboard hill in Milton. Unique employee perks are offered for all skiing and snowboarding lovers — everyone is encouraged to apply to job postings at www.conservationhalton.ca/about-us/employment.



WORK WHERE YOU
LEAD



WORK WHERE YOU
CONNECT



WORK WHERE YOU
PLAY



STARTING AT \$17/HOUR AND UP

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HAMILTON HEALTH SCIENCES CORP.

Finding their calling at Hamilton Health Sciences

There are careers, and then there are callings. After graduating with nursing degrees earlier this year, Alessandra Cascioli, Sifa Lwesso and Tran Thai joined the Hamilton Health Sciences (HHS) team as registered nurses.

All three took part in the clinical extern program at HHS McMaster Children’s Hospital (MCH) while finishing school, gaining valuable work experience before launching their careers.

Senior university and college students in nursing, occupational therapy, respiratory therapy, physiotherapy and paramedic programs can apply to work at HHS hospital sites as

clinical externs while in school, working at least one shift per week while also building their skill sets, knowledge and connections.

Externs make significant contributions by helping with tasks they’re allowed to perform as unregulated care providers. Staff welcome the extra hands on deck, and students gain work experience at HHS, recognized for the second year in a row as one of Canada’s Top Employers for Young People.

Childhood experiences inspire nursing careers

Cascioli was inspired to become a nurse by her younger brother Joseph, who was born with Down syndrome. As a teen, Cascioli

15,000+ staff, doctors and volunteers

HHS is Hamilton's largest employer



Sifa Lwesso, Tran Thai and Alessandra Cascioli are nurses at McMaster Children’s Hospital. They first worked there as nursing students in the Hamilton Health Sciences extern program.

“I know how special it is to be so involved in the care of a child. That’s why I want to practice nursing.”
– Alessandra Cascioli

accompanied Joseph to medical appointments at MCH. “I know from those visits how special it is to be so involved in the care of a child. That’s why I want to practise nursing.”

Sifa Lwesso knew from first-hand experience what it’s like to be an MCH patient. “I had leg surgeries at MCH when I was very young because I fractured my femur,” she says. “I remember how

amazing the nurses were.”

Tran Thai studied nursing after completing a bachelor of science degree. “As an undergraduate I found myself loving health care but not knowing what career path to take,” says Thai. “I loved the opportunities that I had to work with patients, which is why I thought nursing would be a great fit.”

STEP INTO A JOB THAT OPENS COUNTLESS DOORS



HamiltonHealthSciences.ca/careers



HAMILTON AREA'S
TOP EMPLOYERS 2024

JOSEPH BRANT HOSPITAL
**Joseph Brant Hospital
fosters community and
collaboration in health care**

At Joseph Brant Hospital, a driving commitment to “providing exemplary care and experiences” extends not only to patients, but also to its dedicated staff.

A culture of caring and community is palpable in this mid-size community teaching hospital, driven by a dedicated team of clinical staff, support staff and volunteers.

“A hospital like ours offers a more intimate and close-knit work environment than larger hospitals tend to,” says Leah Martuscelli, Chief Human Resources Officer for Joseph Brant Hospital.

“When you’re part of a community at work, you can turn to others for advice, encouragement and support.”

Martuscelli adds that working in a mid-size hospital setting means an increased opportunity for collaboration – enabling the rapid generation of innovative solutions, the sharing of ideas and the quick realization of positive outcomes.

“That strong combination of community and collaboration means constant opportunities for professional and skills development,” adds Martuscelli. “Our staff members are regularly inspired to take on new responsibilities and advance their knowledge, skill set and career.”

To foster and encourage this, Joseph Brant Hospital offers their staff learning assistance

Serving the
Burlington
community for
62 years

We're growing
with over
2,000
employees



Josie, Shelley and Tina have become close friends during their time working together in the Registration and Admitting department at Joseph Brant Hospital. At Joseph Brant Hospital, you'll discover a culture of teamwork, professionalism and respect. CONTRIBUTED

Whether you're a new grad or seasoned worker, we have opportunities with the power to change lives – yours included.

programs and initiatives that support individual professional development.

An inclusive working culture, rooted in a commitment to compassion, accountability, respect and excellence, means at Joseph Brant Hospital everyone is

welcome to work, visit and receive care.

“Many members of our staff live in the community,” says Martuscelli. “These individuals are not only committed to providing excellent, high-quality care to patients and their families,

but also to giving back and supporting their community.”

Martuscelli encourages all who are interested to apply, adding that openings currently exist for many different roles, including Registered Nurse, Registered Technologist, Paramedical Staff, Customer Support Services Staff and Professional Staff. Visit josephbranthospital.ca/careers.

Join Us

Joseph Brant Hospital is Proud to be a Top Employer.

Whether you're a new grad or seasoned worker, we have opportunities with the power to change lives – yours included.

josephbranthospital.ca/careers

HAMILTON AREA'S
TOP EMPLOYERS 2024

MCMASTER UNIVERSITY

McMaster employees pull together to build a community of belonging

On Oct. 5, 2023, 10 teams from McMaster University managed to pull a shuttle bus 100 feet to the finish line in the 8th Annual Pull4Mac McMaster Bus Pull event. Amid the laughter and the kidding around, they managed to raise more than \$8,400 for the United Way Campaign.

“It’s important for us to strengthen our community by creating meaningful opportunities and enriching people’s connections,” says Melanie Garaffa, Associate Director, Talent, Equity and Development at McMaster. Interactive events such as the bus pull and the annual McMaster Children’s Party in December help “build trust, respect, inclusivity and teamwork,” she says. “And they strengthen relationships.” That’s crucial because “the

diverse perspectives, skills and strengths of our people are our greatest asset,” says Dr. Barrington Walker, McMaster’s Vice-Provost, Equity and Inclusion. “It truly is a community at McMaster, and we have a collective responsibility to work together to build a positive environment, where everyone feels valued, respected and included.”

As one of the area’s top employers, McMaster currently employs 18,000 faculty, researchers, staff and students, in a variety of roles. Employees can access a range of generous benefits and perks, including comprehensive health coverage, on-campus child care, a tuition assistance and bursary program, flexible work arrangements, and leadership development

18,000 faculty, research, staff and student employees

Times Higher Education Impact Ranking 2023 – Placed first in Canada, in the UN’s Sustainable Development Goal 3: Good Health and well-being



Employees celebrate at McMaster’s Staff and Faculty Appreciation BBQ. CONTRIBUTED

“McMaster University is an outstanding place to work that offers a supportive, collaborative and intellectually stimulating environment, world-class research opportunities, and a range of competitive benefits.” – Wanda McKenna, Associate Vice President and CHRO

programming.

McMaster has also invested time and resources to offer opportunities for employees from all backgrounds to grow and develop. Two years ago, the university implemented an employee resource group for Black, Indigenous and

racialized employees that offers support to its members through community connections, career growth and learning and development opportunities. And as part of McMaster’s Black cohort hiring initiative, 18 emerging and established Black

academics joined the McMaster team across all six faculties since 2020.

That’s only fitting, says Walker, because “we wouldn’t be able to achieve our collective priorities and bold ambition as an institution without the combined efforts of our faculty and staff who do incredible work.”

For more information on McMaster University, visit <https://hr.mcmaster.ca/careers>.

We’re hiring!

Bringing together the best and brightest minds, is the spark that makes a brighter world possible.

Building a Brighter World. Together. Come join us.

BRIGHTER WORLD | hr.mcmaster.ca/careers

Human Resources

McMaster
University



HAMILTON AREA'S
TOP EMPLOYERS 2024

MOHAWK COLLEGE

Mohawk College is committed to meaningfully advancing truth and reconciliation, all while ensuring that the journey forward is Indigenous led

Kerry Wabange has worked in Indigenous organizations as an HR professional for many years before being hired on as the human resources strategic partner and Indigenous specialist at Mohawk College. In her previous jobs, her roles largely focused on her skill sets as an HR professional. In her current role at the college, she is able to bundle her Indigenous world views, knowledge, values and HR expertise together and apply these to her role in a very authentic and meaningful way.

With four campuses in the Hamilton area, Mohawk College has been recognized as one of Hamilton-Niagara's Top Employers for many excellent reasons. "Its comprehensive HR people strategy is

strategically aligned with the college's overall strategic plan and focuses on excelling current and future HR capabilities," Wabange says. "There are seven strategic pillars that make up the people strategy and one of the pillars focuses solely on truth and reconciliation. A key factor of this strategy is that the other six strategic pillars must also be reflective of and embed Indigenous ways of knowing and being. This practice ensures that truth and reconciliation remain an intentional and significant focus that is embedded throughout the entire strategic framework."

Collaborating with the Centre of Indigenous Relations, Knowledge and Learning

Offers tuition assistance and reimbursement for employees

Personal and Professional development programs, courses and webinars announced weekly



Hoop Dance Indigenous Gathering Place at Mohawk College.
CONTRIBUTED

"I feel that the college really values my contributions and insights and I feel exceptionally honoured to bring my Indigenous knowledge, gifts and values to work, as an HR professional." – Kerry Wabange

(CIRKL), Indigenous Student Services (ISS) and the HR department, the collective focus has been to embed Indigegogy within HR as it relates to people and employment policies, procedures, practices and programs. She notes, "I feel that the college really values

my contributions and insights and I feel exceptionally honoured to bring my Indigenous knowledge, gifts and values to work, as an HR professional."

Wabange explains that Mohawk College shows a collective commitment to

"implementing employment policies that incorporate and reflect Indigenous worldviews, values and ways of knowing and being meaningfully into the foundational framework of HR. And most importantly that this work is Indigenous led and has the collective support and advocacy of the college's leadership team."

For more information about available careers, please visit www.mohawkcollege.ca/about-mohawk/careers-at-mohawk.



We are honoured to be recognized as a Top Employer for the eleventh straight year and we thank our employees for all they do to support our students and community.





NIAGARA COLLEGE
**Niagara College
nurtures its own**

It's a point of pride for Niagara College that Sean Coote, its Vice-President, International, rose through the ranks at the same college he once attended as a student. "I think that's a really good indicator of what is possible for people who are contemplating a career at Niagara College," says Pamela Skinner, Senior Vice-President of College Operations. "He has been able to grow and develop over the years right here."

With campuses in Welland and Niagara-on-the-Lake, the college nurtures a culture that is squarely "focused on its students," says Skinner. To that end, employees can take a variety of free internal courses that enhance teaching skills, introduce new technologies and help them understand students' diverse needs, from mental health issues to

neurodivergence and diversity issues. Employees who want to move into management roles can "explore what that means with existing managers and executive leaders," adds Skinner. "And we have a series of programs for those who are in management to grow their skills." Employees also have access to a generous tuition assistance program for external training such as a bachelor's degree, a master's or a PhD.

The opportunities Niagara College offers for employees to expand their skills – combined with an excellent benefit package, a focus on work-life balance and a firm commitment to equity, diversity and inclusion – have contributed to its ranking in the 10th percentile for employee engagement in a recent survey. Over the past two years,

In the top 10th percentile of organizations in employee engagement

1,600+ full- and part-time employees supporting student success at specialized campuses



In 2023, Niagara College introduced an Equity, Diversity and Inclusion Blueprint and Action Plan that serves as an important guide for its continuous efforts in support of a learning environment and workplace that is respectful, inclusive, and welcoming for all. CONTRIBUTED

"At NC, we pride ourselves on our unique student-focused organizational culture, which is a core part of our Strategic Plan and a key differentiator that drives our success. We know that our welcoming, collaborative, supportive culture and strong employee engagement are special organizational strengths and are among many characteristics that make us an employer of choice."

Niagara College has hired in all employee groups, record numbers, becoming including faculty, staff, one of the region's largest administrators and employers with 1,600 full- counsellors, as well as and part-time staff members. student support staff in a variety of positions from

entry level to management and in fields as diverse as academics, information technology, student services, facilities, international advancement and Indigenous education. "We look for people who are interested in really making a difference in students' lives. It's not just about turning out widgets, or adding up a column of numbers," says Skinner.



Connecting talent with opportunity.

Explore our unique career opportunities and the areas of work where you can apply your skills and experience. **We connect talent with opportunity!**

niagaracollege.ca/careers



HAMILTON AREA'S
TOP EMPLOYERS 2024

NIAGARA HEALTH

People are at the heart of
Transforming Care at
Niagara Health

Niagara Health's efforts to invest in its people is positioning the regional health-care provider for success. With an organizational vision of Transforming Care, Niagara Health is focused on providing unparalleled support to its teams in the areas of education, research, innovation and partnerships to ensure the delivery of safe, quality care for patients and families.

"Our people make Niagara Health unique. The extraordinary dedication, compassion and professionalism of our staff and physicians is at the heart of everything we do," says Lynn Guerriero, Niagara Health President and Chief Executive Officer.

Niagara Health has also made significant contributions to advance diversity, equity and inclusion across the organization. This includes establishing an Indigenous

Health Services and Reconciliation team, and making significant progress supporting a diverse workforce through the implementation of an inclusive recruitment process, including ensuring diverse interview panels for leadership positions and physicians.

"Moving forward on our journey, we will continue to listen, reflect and learn to ensure that inclusivity is embedded in everything we do at Niagara Health," says Fiona Peacefull, Executive Vice-President, Human Resources. "Creating an environment where every person feels seen, empowered and respected is a top priority."

Staff members at Niagara Health have access to a number of benefits, including a robust employee and family health and wellness assistance program, as well as expanded educational and professional development

Serving more
than 480,000
residents across
the Niagara
region

Team of more
than 7,300 staff,
physicians and
volunteers



In July 2023, Niagara Health broke ground on the new South Niagara hospital in Niagara Falls, which is expected to open in summer 2028.

"Our people make Niagara Health unique. The extraordinary dedication, compassion and professionalism of our staff and physicians is at the heart of everything we do."
- Lynn Guerriero, President and Chief Executive Officer

opportunities, including a bursary program, the Extraordinary Us mentorship program and Clinical Scholar Coaching Program for nurses. Key organizational initiatives are propelling Niagara Health forward in the delivery of world-class health care,

including the introduction of the Niagara Health Knowledge Institute, Surgical Transitions Remote-Care Monitoring, as well as planning for a new hospital information system and South Niagara hospital. But it can't achieve any of those successes without its more than

7,300 team members, says Guerriero. "We are proud of the investments we've made over the past year, but creating a healthy community is a collaborative effort," Guerriero says. "Niagara Health strives to put people first so our teams have the support and tools they need to put patients first." Visit niagarahealth.on.ca/site/careers if you are interested in joining the Niagara Health team.



Niagara Health is
Transforming Care



Join our diverse team of dedicated healthcare professionals in providing high-quality, safe care.

[niagarahealth](https://niagarahealth.on.ca)

FIND OUT WHAT MAKES NIAGARA HEALTH
A LEADING EMPLOYER AND A GREAT PLACE
TO GROW YOUR CAREER



HAMILTON AREA'S
TOP EMPLOYERS 2024

ST. JOSEPH'S HEALTHCARE

St. Joseph's Healthcare
Hamilton: an innovation
leader known for providing
compassionate care

St. Joseph's Healthcare Hamilton was established in 1890 to meet the challenges of the changing environment for the delivery of health and social services.

Today, St. Joe's is a member of one of Canada's largest health systems, encompassing hospitals, home care, long-term care, palliative care, and an international outreach program. St. Joe's is an Academic Health Sciences Centre, one of Canada's Top 40 Research Hospitals, the second largest provider of Mental Health and Addictions services in Ontario, has the largest Renal program in Ontario, is

one of Canada's top Robotic Surgery Centres, and is a Centre of Excellence in Bariatric Surgery with the largest program in Canada.

"One characteristic our people share is a deep belief in the values of our founders: that it is an honour to serve our communities and provide compassionate, high-quality care," says Carrie Fletcher, VP People Culture & Diversity. "We believe that our people are at the heart of our organization, and we strive to be an inspiring place to work, learn and grow."

The Nursing Extern Program is one example of how St. Joe's supports growth and development. This provides

Over 5,000
employees

3 main
campuses and
several
community
sites



Photo courtesy of St. Joseph's Healthcare Hamilton.

"We are known for genuine, compassionate care and innovation."

learners with the opportunity to develop clinical competency to build the skills necessary to have a meaningful career in the hospital once they graduate. Currently, St. Joe's is recruiting for a wide range of positions, including nurses, social workers, technologists, and other

allied health roles, as well as non-clinical roles in IT, administrative, and corporate support services.

"We are cultivating an inclusive workplace and hospital, where everyone can bring their authentic self to St. Joe's by prioritizing equity, diversity and inclusion," says Carrie. "As

a top Hamilton, Niagara employer, we take a holistic view of our healthcare worker needs as they care for our community, with a range of customized wellness programs, mental health supports, and learning opportunities available to our teams."

For a complete list of job opportunities visit: <https://www.joinstjoes.ca/job-seekers>.



#WeAreStJoes



A top employer with hundreds of great career opportunities.

