



Management Approach: Attracting Talent

When we build an inclusive organization composed of diverse people, we create extraordinary results. Stantec attracts, engages, and develops employees with a wide range of talents, perspectives, and experiences.

TalentHub Management System

Stantec utilizes a human capital management system called TalentHub, which integrates human resources processes into one centralized system. To support the recruiting process, TalentHub improves the candidate experience, provides better access to reporting and metrics tracking, and increases our digital presence in the job marketplace.

Organic Hires

We have a multifaceted Talent Acquisition team that includes dedicated strategists, sourcing specialists, operational leaders, and campus recruiters. This team understands the talent required in our industry and each of our business lines.

Stantec promotes opportunities internal to the Company and recruits subject matter experts from the general market. Jobs are promoted internally first so current employees can develop their careers. As well, employees are asked to refer—and are rewarded for referring—people they believe would be suitable for the job and a good match for Stantec. In North America, nearly 30% of our organic hires¹ come from employee referrals.

Unconscious Bias

To address unconscious bias in hiring decisions, the Talent Acquisition team receives training on managing bias in hiring and follows a posting practice that keeps the recruitment process consistent and eliminates barriers to equal opportunity. The team is currently piloting a sourcing tool with a blind hiring mode to hide information that could reveal a candidate's gender, race or ethnicity. To support accessibility and accommodation, a manual application process that works outside of our website is available as needed.

Acquisitions

Many employees join us through acquisitions. The primary value of our acquired companies comes from the business relationships and expertise that those employees have, so we work hard to retain them. Stantec wants acquired employees to feel supported and engaged so that they can do their best for the Company and our clients.

To assist them in becoming part of Stantec, we

- Integrate them quickly into Stantec systems
- Share information about our Company's culture
- Adopt best practices from the acquired company to continuously improve our Stantec systems
- Conduct post-acquisition surveys to better understand the impact of integration
- Develop action plans as required

See Also

Management Approaches

- [Inclusion and Diversity](#)
- [Organizational Development](#)
- [Total Rewards](#)

¹ Organic hire: A new employee who comes to Stantec through the regular hiring process, not from an acquisition.