



Sandra Charlebois

National Director, Human Resources

T 514.954.2572

F 514.954.1905

Montréal

SCharlebois@blg.com

[LinkedIn](#)

Sandra is responsible for coordinating the firm's talent advisory services for Business Services professionals, including:

- career management
- capacity management
- performance management
- compensation management
- talent management

She also provides insights on workforce planning, analytics and talent metrics, in addition to overseeing and directing the firm's talent operations and programs for Legal and Business Services professionals.

Sandra delivers proactive, value-added advice, guidance and services to Business Services members to ensure optimization of the firm's most valuable assets: its people. In addition to developing innovative and creative human capital solutions, she works with firm management to develop and implement efficient talent systems and processes, including:

- benefits administration
- payroll
- RRSP administration
- data, analytics and reporting
- talent technology management
- talent policy management

- talent process and forms management
- information maintenance

Sandra started at BLG as a Human Resources Coordinator before taking on the role of Human Resources Director in the Montréal office. She was most recently National Director, Talent Operations.

Beyond our Walls

Professional Involvement

- Certified Human Resources Professional (CRHA)

Education

- Certificate in Organizational Leadership, HEC Montréal, 2016
- BA in Industrial Relations, Université de Montréal, 2002

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