



Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Link's Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

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Job Board Posting



Careers.Indigenous.Link

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HR CONSULTANT

Job ID	27034-2458	
Web Address	https://careers.indigenous.link/viewjob?jobname=27034-2458	
Company	McMaster University	
Location	Hamilton, ON	
Date Posted	From: 2019-06-20	To: 2050-01-01
Job	Type: Full-time	Category: Education

Description

McMaster University's Faculty of Health Sciences (FHS) is unique as the only Canadian university that combines, in one Faculty, schools of medicine (including two regional campuses), nursing, rehabilitation science, and the programs of midwifery, bachelor of health sciences, physician assistant and postgraduate health sciences education. With over 2500 staff members, 900 full-time and 3000 part-time faculty members the Faculty thrives on its inter-professional and collaborative approach to healthcare and learning. As part of FHS's continued pursuit of excellence to ensure the Faculty remains at the leading edge of health sciences education, we believe in inter-professional collaboration, commitment to our communities, accountability and responsibility, innovation, excellence, integrity and respect, and optimism. Job Overview: McMaster University's Faculty of Health Sciences is seeking an accomplished Human Resources Consultant with at least ten years' progressive human resource experience. The incumbent will have a proven track record as a generalist, with in depth knowledge of and experience with a broad range of human resource services. Reporting to the Associate Director, Health Sciences Human Resources, the HR Consultant provides a full range of Human Resources management, consulting and advising services to designated internal client groups within the Faculty. The successful incumbent will be responsible for the development and implementation of service-oriented people strategies that are in line with best practices and current trends, anticipating and meeting the needs of our internal clients. The incumbent will provide strategic and operational HR expertise to managers and staff on a broad range of human resource functions. Key Responsibilities: Advises and consults on a diverse range of human resource issues Builds relationships and networks across the organization Communicates and collaborates with client groups on a regular basis Assists managers and employees in the successful resolution of issues and conflicts Maintains knowledge of current best practices and trends in human resources, including relevant legislation Ensures the work of HR aligns with the strategic operations of the Faculty and the University Identifies, assesses and recommends strategies to improve HR services based on comprehensive knowledge of human resources, and research and analysis of best practices Works in partnership with broader HR team to plan, develop, implement and execute HR programs and projects that meet client needs, ensuring processes and activities are aligned with Faculty and Department priorities

Qualifications and Experience: University degree in Human Resources, Industrial Relations or related field CHRP/CHRL designation preferred Computer proficiency with high level of competence in Microsoft Office applications; knowledge and experience with PeopleSoft Minimum 7 years' progressive generalist experience in human resources, preferably in a large unionized environment; experience in an academic or health care setting an asset Extensive knowledge and broad experience in all areas of human resources policies, practices processes, and legislative requirements Knowledge of current and emerging trends affecting human resources Expertise in understanding and working with relevant employment, labour and human rights legislation and employment programs in Ontario and variances in other provinces Proactive in anticipating client needs and expectations in order to deliver comprehensive and high quality client service Excellent interpersonal and well-developed communication skills Ability to clearly articulate ideas and effectively obtain/incorporate feedback from others Demonstrated ability to analyze and address complex employee and policy issues and exercise sound and experienced judgment in providing advice and guidance High regard for confidential information and ability to handle difficult situations with professionalism and maturity Solid problem solving skills and demonstrated ability to apply judgment in complex and sometimes ambiguous situations Ability to foster a positive work environment Ability to coach employees and managers through difficult situations and facilitate conflict resolution Superior planning and organizational skills with demonstrated ability to manage multiple priorities Ability to operate as a team player with minimal supervision; self-directed and self-motivated Collaborative and team oriented An equivalent combination of education, training and experience may be considered.

McMaster's core leadership capabilities are designed to nurture employee engagement through best people practices. All leaders will demonstrate these Leadership Capabilities by: Taking a Strategic Approach; Communicating and Collaborating; Developing People; Investing in Relationships, Championing Change and Innovation; and Driving Results. Should the successful applicant be a Unifor Unit 1 bargaining unit member, who meets the eligibility conditions of Article 19.02 of the Unifor Unit 1 Collective Agreement, then the Limited Term Assignment will be defined as a Career Growth Opportunity in accordance with Article 19 of the Unifor Local 5555 Unit 1 Collective Agreement.

For more information, visit McMaster University for HR CONSULTANT