



# 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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## Business Analyst, Projects Workforce Planning

<b>Job ID</b>	58666-en_US-8899	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=58666-en_US-8899">https://careers.indigenous.link/viewjob?jobname=58666-en_US-8899</a>	
<b>Company</b>	TCEnergy	
<b>Location</b>	Calgary, AB	
<b>Date Posted</b>	From: 2019-05-10	To: 2050-01-01
<b>Job</b>	Type: Full-time	Category: Resource Sector

### Description

Business Analyst, Projects Workforce Planning Reference Code: 58666

Location: Canada (CA) - Calgary, AB Job Category: Administration Employment Type: Employee Full-time Relocation Eligibility: This position is not eligible for our relocation program Application Deadline: 05/20/2019

We all need energy. It warms our homes, cooks our food, gives us light, and gets us where we need to go. It also improves our quality of life in countless other ways. TransCanada's job is to deliver that energy to millions of people who depend on it across North America. And we take our job very seriously. Guided by our values of safety, integrity, responsibility and collaboration, we develop and operate our facilities safely, reliably and with care for our impact on the environment. With our presence across the continent, our people play an active role in building strong communities. We're proud of how our hard work and commitment sets us apart and benefits society, every day. We're looking for new team members who share our values and commitment. The Opportunity Our Projects Workforce Planning team is evolving to meet the needs of our growing business and is looking for a junior Business Analyst to join the team. The Projects Workforce Planning team is accountable for the development of Major Projects functional capability, skills and competencies, long-term strategic project workforce planning, as well as providing operational and tactical guidance to various levels of management including senior executives. TC Energy provides an environment in which the successful new candidate can leverage their resourcefulness and execution into an amazing career with a world leader in energy delivery. We strive to solve one problem: how do we promote and foster operational excellence across TC Energy through our people and management system approach enabling a culture of high performance across the organization for safety, compliance and quality to deliver projects and achieve exceptional business outcomes. Are you up for the challenge? What you'll do

- Quantify the numbers of skilled talent required and create a one to three-year plan to identify project supply and demand (i.e. Project Managers, Project Services, Supply Chain, etc.)
- Build out Major Projects functional role profiles with skills, expertise and competencies required
- Leverage systematic processes and judgment to assess the overall current and future resource and talent levels across the organization and determine short-, medium- and long-term strengths, gaps and needs
- Analyze current resources, considering factors such as current and future demand, demographics, attrition, and capability by discipline, geography, critical and scarce skills
- Gather insights on demand, current and projected capacity and resulting gaps.

#### Minimum Qualifications

- Completion of a University degree/Technical program and/or post-graduate degree
- Minimum 2 years of progressive related experience, preferably involving data analysis, report preparation, strategic resource planning, workforce risk management, labor costing and planning
- Positive attitude rooted in our core values of Safety, Integrity, Collaboration and Responsibility
- A combination of education and experience may be considered.

#### Preferred Qualifications

- Experience in or aptitude for developing and utilizing predictive analytics and statistical modeling
- Understanding of talent management processes or willingness to learn
- Experience in translating analytics insight into practical information for the development of programs and strategies to support resource management, talent management, and recruiting
- Understanding of or willingness to learn project resource strategies that address development, utilization, forecasting, workforce risk management, labor costing & planning
- Understanding in or willingness to learn how key systems are used to support resource management

Apply now! Apply to this posting by 05/20/2019 using reference code 58666. You must apply through our jobs system at [jobs.tcenenergy.com](https://jobs.tcenenergy.com). Only applications submitted through our system will be acknowledged. Use a desktop or laptop computer to avoid system errors. TC Energy is an equal opportunity employer and participates in the E-Verify program supervised by the U.S. government. Learn more Visit us at [TCEnergy.com](https://TCEnergy.com) and connect with us on our social media channels for our latest news, employee stories, community activities, and other updates. Thank you for choosing TC Energy in your career search. \* Depending on qualifications, the successful candidate may be offered a position at a more appropriate level and/or ladder. \* Applicants must have legal authorization to work in the country in which the position is based with no restrictions. \* All positions require background screening. Some require criminal and/or credit checks to comply with regulations.

For more information, visit TCEnergy for Business Analyst, Projects Workforce Planning