



# 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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## Analyst Pension Systems

**Job ID** 75422-en\_US-7678  
**Web Address** [https://careers.indigenous.link/viewjob?jobname=75422-en\\_US-7678](https://careers.indigenous.link/viewjob?jobname=75422-en_US-7678)  
**Company** Canadian Pacific  
**Location** Calgary, AB  
**Date Posted** From: 2019-05-15 To: 2050-01-01

### Description

Req ID: 75422 Department: Human Resources Job Type: Full-Time Position Type: Non-Union Location: Calgary, Alberta Country: Canada % of Travel: 0-10% # of Positions: 1 Job Available to: Internal & External Deadline to apply: 05/29/2019

Canadian Pacific is a transcontinental railway in Canada and the United States with direct links to major ports on the west and east coasts, providing North American customers a competitive rail service with access to key markets in every corner of the globe. CP is growing with its customers, offering a suite of freight transportation services, logistics solutions and supply chain expertise. Visit [cpr.ca](http://cpr.ca) to see the rail advantages of CP. For more on our purpose, culture, and strategy, visit [cpr.ca/en/about-cp](http://cpr.ca/en/about-cp). PURPOSE OF THE POSITION As the Pension Systems Analyst will ensure data within the pension systems are accurate for calculations and data retrievals for the Pension department to use when communicating with employees, pensioners and survivors. Responsible for pension data transfers, validations and reconciliations. Test and sign off on data fixes and new developments in SAP and Pension software. Maintain online pension documentation and communication of the pension plan. POSITION ACCOUNTABILITIES: Identify SAP gaps, configuration and master data issues related to pension data by building reports and scrutinizing the data; Request Employee and Payroll Services to validate and complete appropriate updates to their processes; Request SAP fixes and new developments through HRIS and IS and validate the accuracy of the Business Development Plan created for the fix or new configuration required; Create testing cases for HRIS and perform additional testing cases when needed, validate the accuracy of the new configuration built and sign off on fixes or new developments within the SAP testing environment that will be moved into production; Work with third party vendors to maintain pension data accuracy; Review biweekly employee payroll for Defined Benefit and Defined Contribution pension plans contributions validations and request appropriate changes or test plans when applicable; Retrieve pension data using queries to serve internal and external clients; Analyze data from the HRIS file on a monthly basis and when issues are found determines root causes and makes appropriate corrections; Analyze data from the Post Pay file on a monthly basis and when issues are found determines root causes and makes appropriate corrections; Run Ad-hoc data pulls from the pension systems such as upcoming retirements, Highest Plan Earnings, Addresses, Pensioner Elections, Status Reports, Savings Plan, etc; Run the indexation process, including indexation for non-union employees on Long Term Disability, verifies the output and makes appropriate corrections where required; Adhere to Confidentiality Rules and Regulations dealing with personal information.

POSITION REQUIREMENTS: Post-Secondary Education; HR, Pension or SAP Certification or Designation; Minimum of 2 years' experience working with SAP or HRIS systems; Advanced knowledge with Microsoft Excel (VBA would be an asset); Intermediate knowledge with Microsoft Word, Outlook and PowerPoint; Ability to recognize data issues and resolve them quickly; Ability to meet ad-hoc requests from management; Interact with internal/external clients; Ability to recognize ineffective processes and provide solutions; Work effectively in team environment; Must be able to bring enthusiasm to the team and positively support internal initiatives; Ability to communicate and provide training to the team in a clear manner.

WHAT CP HAS TO OFFER: Flexible and competitive benefits package Competitive company pension plan Employee Share Purchase Plan Performance Incentive Program Annual Fitness Subsidy

ADDITIONAL INFORMATION: As an employer with national presence, the possibility does exist that the location of your position may be changed based on organizational requirements. Background Investigation: The successful candidate will need to successfully complete the following clearances:

Criminal history check Reference check

Management Conductor Program: Becoming a qualified conductor or locomotive engineer is the single best way for a management employee to learn the business at CP. You may be required to obtain a certification or to maintain your current certification/qualification as a conductor or locomotive engineer. CP is an equal opportunity employer committed to the principles of employment equity and inclusion. We welcome applications from all qualified individuals. All applicant information will be managed in accordance with the federal Personal Information Protection and Electronic Documents Act ("PIPEDA").

For more information, visit Canadian Pacific for Analyst Pension Systems