



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.Links 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.

Corporate Headquarters:
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Job Board Posting



Careers.Indigenous.Link

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Analyst Business Process Improvement SAP HCM

Job ID	75423-en_US-6857
Web Address	https://careers.indigenous.link/viewjob?jobname=75423-en_US-6857
Company	Canadian Pacific
Location	Calgary, AB
Date Posted	From: 2019-05-15 To: 2050-01-01

Description

- Req ID: 75423
- Department: Strategic Planning
- Job Type: Full-Time
- Position Type: Non-Union
- Location: Winnipeg, Manitoba
- 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 to see the rail advantages of CP.

PURPOSE OF THE POSITION: The Business Process Improvement Analyst, SAP HCM is responsible for managing the business processes associated with Employee Master Data. This position performs analysis of employee life cycle transactions, and designs the processes and models, with an assessment of the business model and its relationship with SAP. The Analyst will also work on maintaining internal controls and safeguards.

POSITION ACCOUNTABILITIES: • Streamline and improve business processes, ensuring that they are reviewed regularly. Monitor process performance; • Coordinate change initiatives to improve quality and reduce effort involved in delivering services to employees; • Develop and implement communication strategies for various stakeholder groups; • Measure results and compliance to standardized business processes; • Develop information and reports, using a variety of information systems and tools; • Review complex situations and refer to the Manager for those situations which are out of the ordinary and require expert intervention and or advice; • Maintain internal controls & safeguards & support departmental internal controls and audit requirements; • Create and validate the current and future-state processes with business partners. **POSITION REQUIREMENTS:** • Post-secondary education or 3 to 5 years' experience in benefits or payroll administration preferred; • Payroll Compliance Practitioner (PCP) designation preferred; • Business Process Improvement experience an asset; • Understanding of SAP HCM an asset; • Strong verbal and written communication; • Knowledge of Excel; • Ability to work with employees at all levels of the organization. **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 Business Process Improvement SAP HCM