



# 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:

Toll Free Phone: (866) 225-9067

Toll Free Fax: (877) 825-7564

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# Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/11/10

## Director Of People And Culture

<b>Job ID</b>	<b>2B-68-17-AD-1C-7C</b>	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=2B-68-17-AD-1C-7C">https://careers.indigenous.link/viewjob?jobname=2B-68-17-AD-1C-7C</a>	
<b>Company</b>	Casey House	
<b>Location</b>	Toronto , Ontario	
<b>Date Posted</b>	From: 2024-07-18	To: 2025-01-14
<b>Job</b>	Type: Full-time	Category: Human Resources
<b>Languages</b>	English	

### Description

#### ABOUT CASEY HOUSE

Casey House is unlike any other hospital. We are a specialty hospital providing ground-breaking holistic care for people living with and at risk of HIV. We offer a growing mix of inpatient, outpatient, and community-based services that meet clients where they are in their individual journeys to health and wellness. Our safe, welcoming, and judgement-free environment promotes a sense of belonging and community, where the humanity of each client is at the heart of everything we do.

To support us in this work, we are committed to building a team that reflects the diversity of the community in which we live and serve, including 2SLGBTQ+, Indigenous, Black, and other racialized communities, as well as those living with HIV. Every Casey House staff member, peer, and volunteer acts and delivers care to clients in accordance with our purpose, values, and philosophy of care. If you share our values, we would love to have you on our team!

#### WHY JOIN CASEY HOUSE

##### Purpose

Transform lives and health care through compassion and social justice.

##### Values

Casey House believes passionately in our core values:

- \* Unequivocal Compassion: Compassion has, and always will, find a home at Casey House. Our compassion comes from genuine empathy and respect for our clients emotional and physical challenges.
- \* Informed, Client -Driven Care: Our clients drive decisions regarding their own care. Those decisions must be based on the best, most current information, and on options that we mutually explore. We respect our clients priorities, and right to determine what quality of life means to them.
- \* Deliberate Inclusivity: We take deliberate steps to provide services that are accessible and welcoming to people living with HIV, respecting their other identities, choices, circumstances or experiences.
- \* Creative, mindful Collaboration: We value the contributions and wisdom of our colleagues.
- \* Courageous Advocacy: We act courageously for clients who need an advocate.
- \* Responsive Innovation: We do not accept complacency in our efforts to continuously improve. We

respond and evolve boldly, using evidence and ingenuity, to achieve excellence in HIV care.

## ABOUT THE ROLE

Reporting to the Chief Financial and Operating Officer (CFOO) and working closely with senior leadership across the organization, the Director of People and Culture contributes to Casey House as an inclusive and trusted people leader. The Director of People and Culture leads and manages the strategic aspects of human resource functions, focusing on cultivating an engaging workplace culture, promoting professional growth, and ensuring diversity and organizational alignment with the strategic goals of Casey House.

- \* The Director of People and Culture is a proactive, strategic and trusted thought leader partner in people and culture to develop and advance an exceptional employee experience.
- \* The Director ensures that Casey House has an outstanding and diverse staff complement with the appropriate skills, training, experience and commitment to enable the organization to realize its mission of offering nurturing and people-centred care.
- \* The Director builds a culture of effective partnerships within the organization to ensure collaboration across the organization and works with the broader leadership team in an innovative, and effective manner, providing sound support and expert knowledge in all areas of strategic human resource functions.
- \* The Director of People and Culture is a trusted member of the broader leadership team providing strategic human resources advice, and policy development and contributes to an engaging workplace culture that attracts and retains a talented, diverse workforce.

## KEY RESPONSIBILITIES

**Strategic Human Capital Leadership:** Provide strategic direction, leadership, and counsel to the leadership team in human resources practices and best-in-class culture of high- performance, engagement and inclusion.

- \* Support the Senior Leadership Team and leaders on organizational scope and design where required.
- \* Drives the development of talent management strategies and directs people leader training, leadership coaching and mentoring.
- \* Proactively partners with stakeholders to identify needs and provide advice and coaching to support change management.
- \* Designs and implements the employee value proposition that attracts and retains top talent, in collaboration with the Director of Diversity, Equity, Inclusion and Accessibility.
- \* Ensures that employee policies and practices are consistent with relevant legislation and reflect Casey Houses commitment to diversity, equity and inclusion, in collaboration with the Director, Diversity, Equity, Inclusion and Accessibility.

**Culture Champion and Employee Engagement:** Drives an adaptive culture of cohesive cross-collaboration, integrity and creative problem solving to achieve results and align with the organization's strategic goals.

- \* Demonstrates an exemplary model of cross-organizational leadership and support, serving as a leadership role model that positively influences and contributes to the overall success of the team and organization.
- \* Develops and launches a growth and development training program that is in line with the skills required to allow our team to realize their full potential and achieve our organizational goals, in collaboration with the Director, Diversity, Equity, Inclusion and Accessibility.

- \* Builds a high-performing People and Culture team, providing technical guidance to support growth.
- \* Identifies areas of culture to be celebrated and recognized; nurtures an environment of trust, inclusivity, innovation, agility, and high performance, in collaboration with the Director, Diversity, Equity, Inclusion and Accessibility.
- \* Provides expert guidance as a change leader.

Talent Management: Provides strategic direction to talent acquisition and retention, enhancing the recruitment process with equity minded hiring principles

- \* Provides advice to people leaders on job design and enhances job evaluation processes.
- \* Creates a positive and accessible candidate experience and provides a best-in-class onboarding process for all new employees.
- \* Proactively partners with stakeholders across the organization to identify needs and provide expert counsel regarding talent advancement and succession planning.
- \* Works with the broader leadership team to ensure Casey Houses strategic priorities are matched with a comprehensive talent strategy to achieve results.
- \* Oversees the volunteer program and provides guidance to people leaders on volunteer management.

Total Rewards: Designs and implements compensation philosophy and practices, including salary, benefits, pension, recognition, and wellness, aligned with strategic priorities. Makes recommendations for improvements based on research and data.

- \* Partners with benefits and pension brokers to provide meaningful programs, in alignment with relevant legislative requirements.

#### SKILLS AND QUALIFICATIONS

- \* University degree together with completion of a Certified HR professional designation (CHRL) or (CHRE) and/or Masters degree in Human Resources, Industrial Relations or a related field, or an acceptable equivalent combination of education and experience.
- \* Minimum seven (7) years related experience in as a Human Resources Consultant including strong labour relations skills in a post-secondary or other broader public service, unionized environment
- \* Experience with organizational design, leadership development and performance management
- \* Experience leading and executing change, enriching employee engagement and employee experience, and ensuring effective and timely client service delivery within a dynamic and complex operating environment
- \* Labour relations experience including responsibility for strategy development and relationship and partnership building.
- \* Demonstrated success in implementing equity and diversity initiatives across a wide range of client portfolios.
- \* Strong strategic thinking and leadership skills, with a proven ability to drive human resources initiatives that align with business strategies and enhance organizational culture.
- \* Proficiency in standard computer applications (Office 365 Suite).

#### BENEFITS

- \* Defined benefit pension plan (HOOPP), comprehensive health coverage, and other organizational perks.

#### WORKING CONDITIONS

- \* Casey House is open Monday - Friday 9:00 am to 5:00 pm. You will be required to work out of the

119 Isabella St, Toronto, ON M4Y 1P2.

\* Extended hours are expected due to deadlines or workload; flexibility is required.

Sensory Demands:

\* Work pace at times is difficult to control; work involves daily interruptions (less than 1 hour each day) that are unpredictable and imposed or controlled by others.

Working Environment/Work Hazards:

\* Work is performed in a controlled environment with almost no exposure to disagreeable environmental conditions (e.g. private or semi-private office or cubicle);

\* Work at a keyboard on a daily basis for up to 2 hours.

Work Perks:

\* Free on-site indoor parking (based on daily availability).

\* Indoor-secured bicycle parking.

### **How to Apply**

Click Apply Now!

Interested applicants can submit a resume and cover letter with the subject line: Director of People and Culture Recruitment to (skurmi@strategisense.com) or apply directly by our website (<https://www.careers-page.com/strategisense-consulting/job/QWYVY876i»¿>) by no later than 5:00 PM until August 15, 2024. We thank all those who apply for the position, however, only those selected for an interview will be contacted. An eligibility list may be established for similar positions of various tenures and will be retained for a maximum period of 12 months.

Casey House is committed to providing accommodation in all parts of the hiring process. If you require an accommodation, please notify us and we will work with you to meet your needs.

Please be aware that Casey House has adopted a mandatory COVID-19 vaccination policy, which requires all staff to be fully vaccinated, or for those not able to receive the COVID-19 vaccine, provide medical documentation and undertake point of care antigen testing no later than 48 hours prior to the start of each shift.

### **ABOUT STRATEGISENSE CONSULTING**

Strategisense Consulting is a highly sought-after learning, professional development, and talent strategy firm committed to supporting individuals and organizations to deepen the quality of their thinking and evolve the way they work - ultimately enhancing resilience and overall impact. Services include customized and signature learning programs, leadership and team coaching, talent strategy, executive search, and leadership strategy development.