



# 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

L9 P23 R4074 HWY 596 - Box 109

Keewatin, ON P0X 1C0

# Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/07/18

## HR STRATEGIC PARTNER, FACULTY OF HEALTH SCIENCES -

<b>Job ID</b>	<b>62718-6209</b>	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=62718-6209">https://careers.indigenous.link/viewjob?jobname=62718-6209</a>	
<b>Company</b>	McMaster University	
<b>Location</b>	Hamilton, ON	
<b>Date Posted</b>	From: 2024-05-27	To: 2050-01-01
<b>Job</b>	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. What We Offer: In addition to joining a top ranked university, McMaster offers a very competitive total compensation package that includes but is not limited to:

- Training, coaching and professional development opportunities
- Opportunity to be a part of an academic environment working alongside professionals who share a passion for learning

- Progressive paid annual vacation plan

**Job Overview:** McMaster University's Faculty of Health Sciences is seeking a seasoned Human Resources Strategic Partner (HRSP) with at least five years' related human resource business partner or generalist experience. The incumbent will have a proven track record as an HR business partner, with in depth knowledge of and experience with a broad range of human resource services. Reporting to the Associate Director, Faculty Health Sciences Human Resources, the HRSP provides a full range of Human Resources management and consultative advice/counsel to designated internal client groups within the Faculty. Responsibilities include but are not limited to providing solutions and recommendations on recruitment/selection, employee and labour relations, performance management, organizational development, compensation/benefits, training and development and workforce planning. 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 current and forward-looking needs of our internal clients within our Faculty while leveraging synergies with Central HR programs. Key

Responsibilities:

- As a strategic partner, proactively contribute to the business strategy by helping leaders to identify, prioritize, and build organizational capabilities, behaviors, structures, and processes, both current and future state.
- Provide coaching and guidance to department leaders on key areas such as: performance management, recruitment, terminations, diversity and inclusion, compensation, employee development, employment equity, change management, succession planning, strategic workforce planning, and team effectiveness
- Provide strategic input and support to client groups to grow bench strength; optimize organizational design through workforce and succession planning and champion change management across all levels of the Faculty.
- Identifies, assesses, and recommends strategies to improve HR services based on comprehensive knowledge of human resources, and research and analysis of best practices.
- Coach managers and employees in the successful resolution of issues and conflicts
- 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
- Facilitates strategic compensation and benefits conversations, advises on decisions in partnership with the Total

Rewards team, with respective client groups

- Ensures the work of HR aligns with the strategic operations of the Faculty and the University
- Builds strong relationships and networks across the faculty and the organization
- Maintains knowledge of current best practices and trends in human resources, including relevant legislation

Skills and Qualifications:

- University degree preferably in Commerce, Psychology, or related field with a focus in Human Resources/Industrial Relations
- CHRL designation strongly preferred
- Minimum 5 years' HRBP or generalist experience, preferably in a large, unionized environment
- Minimum 3 years' leadership experience with HR direct reports
- Experience in an academic or health care setting an asset
- Deep functional knowledge and broad experience in all areas of human resources policies, practices processes, and legislation
- Demonstrated ability to analyze and address complex employee and policy issues and exercise sound and experienced judgment in providing advice and guidance, often in ambiguous situations
- Early adopter of process enhancements and demonstrated agility in service design, delivery, and development of programs
- Strategic thinker with proven negotiation and influencing skills
- Ability to build trust, follows through, ensures people feel heard, acts with integrity
- Demonstrated coaching, mentoring, and change management skills
- Excellent interpersonal and well-developed communication skills
- Computer proficiency with high level of competence in Microsoft Office applications; knowledge and experience with PeopleSoft an asset

For more information, visit McMaster University for HR STRATEGIC PARTNER, FACULTY OF HEALTH SCIENCES -