



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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SR. HR STRATEGIC PARTNER - HYBRID

Job ID	63623-5299	
Web Address	https://careers.indigenous.link/viewjob?jobname=63623-5299	
Company	McMaster University	
Location	Hamilton, ON	
Date Posted	From: 2024-07-09	To: 2050-01-01
Job	Type: Full-time	Category: Education

Description

We are currently seeking a Senior Human Resources Strategic Partner (Sr. HRSP) with 8+ years of experience in human resource business partnering or generalist roles to guide and support our Real Estate, Partnerships and Ancillary Operations (REPA) portfolio. The ideal candidate will have a proven track record as a senior HR leader with a wide scope of HR knowledge and experience in a broad range of human resource strategic services. About the Portfolio Real Estate, Partnerships and Ancillary Operations (REPA) supports McMaster's goal to diversify and expand its revenue in support of the academic and research missions, while championing an ongoing focus on operational and service excellence for the campus community. This portfolio encompasses oversight of a dedicated real estate strategy for the institution, the ongoing development of key university partnerships (i.e. McMaster Innovation Park), Parking Services, and the University's critically important ancillary services, including Hospitality Services, the Campus Store, and Media Production Services. McMaster University's Human Resources strives to cultivate a community in which every employee's experience is that of acceptance, inclusion, belonging, and meaningful connection with the University's mission and institutional priorities by Championing our University People and Culture: Collaborating with our University and Community Partners; Advancing Service Delivery and Operational Excellence; and Promoting Learning, Development and a Growth Mindset. McMaster University is multi-faceted with multiple locations and constituencies. As a result, Human Resources support and services have developed over time to meet a spectrum of partner needs. The HR team consists of functional units such as HR Operations (Payroll and Data Management, HR Client Services, HR Systems Strategy, Reporting and Analytics), Talent, Equity & Development, Total Compensation, Employee & Labour Relations, and Employee Health, Safety & Wellness, who enable the delivery of comprehensive Human Resources programs and services in collaboration with leaders, HR area offices and HR practitioners across our community. About the Role As the Sr. HRSP, you will report jointly to the Associate Vice-President, Real Estate, Partnerships and Ancillary Operations and the Director, HR Strategic Partnerships & Initiatives, while providing a full range of HR leadership and consultative advice to the REPA leaders and team members. Your responsibilities will include providing solutions and recommendations on talent planning, recruitment/selection, employee relations, performance management, organizational development, compensation/benefits, training and development, and workforce engagement. You will be responsible for developing and implementing service-oriented people strategies that are in line with best practices and current trends, anticipating and meeting current and forward-looking needs of our diverse internal clients within the portfolio while leveraging synergies with overall HR strategies and programming. In this role you will proactively contribute to the REPA strategy by helping leaders identify, prioritize, and build organizational capabilities, behaviors, structures, and processes. You will provide coaching and guidance to department leaders on key areas such as talent management and development, EDIA strategies, employment equity, total rewards, workplace culture and team effectiveness. You will also provide strategic input and support to optimize organizational design through workforce and succession planning, and champion change management across all levels and teams. In addition, you will identify, assess, and recommend strategies to improve HR services and processes based on comprehensive knowledge of human resources, and analysis of best practices. You will coach managers and employees in the successful resolution of issues and conflicts, and work in partnership with the broader HR team to plan, develop, implement, and execute HR programs and projects that meet client needs, ensuring processes and activities are aligned with REPA and respective department/ancillary priorities. You will also oversee the HR operational activities for a small team of HR professionals dedicated to the portfolio. The ideal candidate will have a

CHRL designation, a university degree preferably in Business, Psychology, or related field with a focus in Human Resources/Employee Relations, minimum 8 years' HRBP or generalist experience, or an equivalent combination of education and/or experience; preferably in a large, unionized environment. Experience in an academic setting is an asset. The Sr. HRSP will demonstrate deep functional knowledge and broad experience in all areas of human resources policies, practices, processes, and legislation, and have the demonstrated ability to analyze and address complex employee and policy issues, as well as exercise sound and experienced judgment in providing advice and guidance, often in ambiguous situations.

What We OfferAt McMaster University, our people are our most valuable asset. In our commitment to creating a brighter world, McMaster University strives to attract, develop, and retain talented faculty and staff, and to foster inclusive excellence which values the strengths, perspectives, and contributions of each individual. McMaster's profile and stature has evolved to one of the Top 100 Universities in the World. McMaster is consistently recognized as one of the top employers in the Hamilton/Niagara region and one of Canada's Top Diversity employers, and offers a very competitive Total Compensation Package that includes but is not limited to: Employer Paid benefits such as Extended Health, Dental, Emergency Out-of-Country Travel Coverage & Basic Life Insurance, Progressive paid annual vacation plan, Participation in a competitive Group Registered Retirement Savings Plan (RRSP), Training, coaching and professional development opportunities, Employee tuition assistance for continuous development and education, Opportunity to be a part of an academic environment working alongside professionals who share a passion for learning.

For full details, reference McMaster's Total Rewards website for additional information. McMaster also offers a Flexible Work Environment, and this role will be eligible to participate in a hybrid work arrangement aligned with core operational requirements.

For more information, visit McMaster University for SR. HR STRATEGIC PARTNER - HYBRID