



# 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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## Advisor/Senior Advisor, Talent Management

<b>Job ID</b>	<b>DE-16-04-2A-EA-30</b>	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=DE-16-04-2A-EA-30">https://careers.indigenous.link/viewjob?jobname=DE-16-04-2A-EA-30</a>	
<b>Company</b>	PSP Investments	
<b>Location</b>	Montreal, Quebec	
<b>Date Posted</b>	From: 2024-10-11	To: 2024-12-10
<b>Job</b>	Type: Full-time	Category: Miscellaneous
<b>Languages</b>	English, French	

### Description

#### ABOUT US

We're one of Canada's largest pension investment managers, with CAD\$264.9 billion of net assets as of March 31, 2024.

We invest funds for the pension plans of the federal public service, the Canadian Forces, the Royal Canadian Mounted Police and the Reserve Force. Headquartered in Ottawa, PSP Investments has its principal business office in Montreal and offices in New York, London and Hong Kong.

Capturing and leading complex global investments requires us to work as one to seize valuable opportunities, in close collaboration with some of the world's top companies. At PSP, you'll join a team of motivated and engaged professionals, dedicated to propelling our organization further than ever before.

#### EXPERIENCE THE EDGE

At PSP, we encourage our employees to grow, forge powerful relationships, contribute and fuel inspired investment launchpads. We are committed to a culture that fosters collaboration and allows us to think beyond, in an interconnected way. We advocate for our employees to speak-up, learn, experiment, share, and be part of an inclusive work environment where diversity is embraced.

We're seeking an Advisor/Senior Advisor, Talent Management, to join our Center of Expertise and contribute to developing a business-integrated Talent strategy. Reporting to the Director, Integrated Talent Management and Employee Experience, the qualified candidate will partner with key stakeholders and peers throughout our offices in Ottawa, Montreal, New York, London and Hong Kong.

#### ABOUT YOUR ROLE

As an Advisor/Senior Advisor, Talent Management, you'll:

- \* Contribute to streamline and optimize ongoing talent management processes to maximize business adoption (e.g. performance management, onboarding) including providing tools and support to internal stakeholders (HRBPs, Campus, TA)
- \* Actively support projects to implement approaches, processes and systems that will improve and elevate the employee experience (e.g. career management, competencies and skills, evolving our EVP)
- \* Coordinate data and information, and collaborate with peers within and outside of HR to ensure integration across Strategic, Human Resources and Ei&D initiatives
- \* Create compelling process-related support material through PowerPoint & analyze data in Excel
- \* Support the HR Business Partner team transversally as needed on all aspects of the employee experiences, i.e. onboarding, performance management, development, and engagement
- \* Continuously broaden knowledge to ensure market intelligence on best practices, including sharing with relevant stakeholders

#### WHAT YOU'LL NEED

- \* Bachelor's degree in Human Resources Management, or a related field
- \* Five (5) to ten (10) years of pertinent experience in HR or Project management with Talent Management, Organizational Development an asset
- \* Experience in designing or delivering employee/talent management programs

- \* Analytical skills with good problem solving and continuous improvement mindset
- \* Ability to synthesize, vulgarize and present information in an engaging manner in PowerPoint
- \* Experience in diverse and dynamic organizations with an international exposure is an asset
- \* Change management know-how, proactivity, and resourcefulness
- \* Proficiency in English and French (or willingness to learn) (frequent interactions in English with PSP employees based in our offices in Hong Kong, London and New York, and interactions in French with employees in our local offices in Montreal and Ottawa)

We offer a tailored employee experience and competitive total rewards and benefits package\* designed to attract and retain global diverse talent, reward performance, and reinforce business strategies and priorities. Beyond salary and incentive pay eligibility, you have access to:

- \* Investment in career development
  - \* Comprehensive group insurance plans
  - \* Competitive pension plans
  - \* Unlimited access to virtual healthcare services and wellness programs
  - \* Gender-inclusive paid family leave policy: up to 26 weeks for primary caregivers, 5 weeks for secondary caregivers
  - \* Vacation days available on day one with additional days on milestone service anniversaries, and summer Friday afternoons off
  - \* A hybrid work model with a mix of in-office and remote days
- \*Benefits package may vary based on your employee type.

At PSP, we aim to provide an inclusive workplace where we leverage diversity and where everyone feels valued, safe, respected and empowered to grow. As part of this leadership commitment, we strongly encourage applications from all qualified applicants and strive to offer an inclusive and accessible candidate experience. If you require any accommodation for any part of the recruitment process, please let us know.

Visit us on [www.investpsp.com/en/](http://www.investpsp.com/en/)

### **How to Apply**

Click 'Apply Now'