



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: 2024/06/30

Senior Human Resources Business Partner

Job ID	FCC-EN-R-1006257
Web Address	https://careers.indigenous.link/viewjob?jobname=FCC-EN-R-1006257
Company	Farm Credit Canada
Location	Regina, Various FCC offices may be considered, Across Canada
Date Posted	From: 2024-06-25 To: 2024-07-04
Job	Type: Full-time Category: Human Resources
Languages	Language(s) Required: English

Description

Closing Date (MM/DD/YYYY):07/04/2024 Worker Type:Permanent Language(s) Required:English Salary Range (plus eligible to receive a performance based incentive, applicable to position) :\$103,331 - \$139,803 As a Senior Human Resources Business Partner, you will act as a strategic business partner, talent leader, and internal consultant, providing advice, consulting, and thought partnership to Executive Vice-Presidents and their respective leadership teams on all strategic aspects of Human Resources. You will be responsible for enhancing the company's competitive advantage of culture and leadership by leveraging HR Centres of Excellence, data analytics, and HR capabilities to develop business-specific HR solutions. What you'll do:

- Collaborate with HR Centres of Excellence (COEs) to develop tailored solutions for business-specific HR requirements.
- Partner with Organizational Development, Talent Acquisition, Compensation, and other functions to tackle complex talent management challenges.
- Analyze workforce data and industry trends to anticipate future talent needs and drive data-driven conversations with leaders
- Facilitate talent review processes and participate in the development and implementation of talent development plans.
- Act as the primary strategic resource for FTE requests, promotions, re-structures, and closely partner with Finance on headcount planning and budget compliance.
- Provide direction on the duty to accommodate employees under relevant labor laws, ensuring compliance and minimizing legal risks.
- Mediate and/or facilitate complex, difficult, and emotional situations to strengthen partnerships, relationships, and teams.
- Handle sensitive data issues requiring discretion, partnering with Legal, Privacy, and Ethics departments as necessary.

What we're looking for:

- Confident, professional HR consultant with a track record of strategically partnering with senior leaders in a national organization undergoing transformation.
- Proven leader skilled in team and organizational performance gap analysis, adept at identifying and addressing business challenges.
- Relationship-builder with strong business acumen and experience supporting various business domains, fostering partnerships with leaders across divisions.
- Analytical thinker with in-depth functional knowledge of HR programs, practices, policies, and applicable legislation, capable of translating concepts into actionable strategies.
- Agile and nimble team player comfortable operating in ambiguous, fast-paced environments, with the ability to manage multiple issues and prioritize effectively.
- Facilitator with demonstrated proficiency in consulting and formal coaching, capable of mediating constructively and calmly in high-emotion or long-standing issues.
- Intellectual curiosity and emotional intelligence drive genuine desire to partner with leaders, offering deep expertise and influencing skills to create value for FCC.
- Strong critical thinking skills enable analysis, interpretation, and storytelling with data, facilitating informed decision-making in complex HR issues.

What youâ€™ll need:

- A bachelorâ€™s degree in business administration or HR management and at least six years of related experience (or an equivalent combination of education and experience)
- CPHR designation is preferred
- In-depth understanding of statistics, mathematics and the application of data analytics to the business issues that emerge
- Performance consulting, facilitation and strong relationship-building skills

#FCCEN

How to Apply

Click "Apply Now"