



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.

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Job Board Posting



Careers.Indigenous.Link

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Director, Compensation, Total Rewards (People And Culture)

Job ID	0E-BF-07-B3-08-4B	
Web Address	https://careers.indigenous.link/viewjob?jobname=0E-BF-07-B3-08-4B	
Company	CBC/Radio-Canada	
Location	Ottawa, Ontario	
Date Posted	From: 2020-11-24	To: 2020-12-02
Job	Type: Full-time	Category: Broadcasting-Media
Languages	Bilingual French and English written and spoken.	

Description

Your role

Reporting to the Executive Director, Total Rewards, you will:

Manage a team of three Compensation Advisors providing coaching, mentoring and developmental feedback on a frequent basis.

Lead the team to provide oversight for the daily delivery of advisory services to client-facing Human Resources and Industrial Relations teams in the areas of total compensation and leave.

Establish standards, processes and methodology for all total compensation-related programs including market research, sales compensation, job evaluation, incentive compensation and provide support for collective bargaining.

Maintain and evolve corporate policies related to areas of accountability.

Recommend and oversee the implementation of changes to the Corporation's total compensation and leave-related policies and programs that ensure CBC/Radio-Canada maintains its desired market competitive position, meets the needs of the organization, are communicated effectively and comply with legislative and contractual requirements and are consistent with corporate strategies and goals.

Develop, implement and monitor job evaluation plans, ensuring that the selection and application of such plans meet regulatory requirements, and that the underlying processes are efficient and effective.

Ensure that regular and specialized compensation studies and research into internal and external compensation practices are conducted as required; develop new and/or revised compensation models, policies, plans, programs, pay structures and prepare recommendations on specific elements of compensation.

Support the development of strategic proposals and updates to be included in presentations to the Senior Executive Team and ultimately the Board of Directors.

In collaboration with HRIS and Shared Services teams, play a key role in the design and implementation of total compensation and leave-related modules for a new HR Information Management System.

Respond to ATIP and Privy Council requests as well as any government requests, Statistics Canada etc.

Participate as an active member of the Total Rewards senior management team, contributing to departmental and functional plans and decisions in addition to overall CBC/Radio-Canada Total Rewards strategies and policies.

Work collaboratively with the Benefits and Pension teams to promote a Total Rewards approach to all programs and issues to be resolved and to deliver compelling Total Rewards communications to all employees.

Work closely with other HR departments to develop and maintain an integrated HR approach where all functional components (e.g., Talent Management and OD, Industrial Relations, Shared Services, Business Consulting) work in partnership, in support of client-focused service delivery consistent with corporate strategic and annual business plans and objectives.

Influence and collaborate with HR to promote process efficiency and productivity linked to Total Rewards programs. Mentor business partners and talent acquisition leads in the world of compensation.

Experience

A minimum of 10 years working in Total Compensation.

5-10 years in senior compensation leadership roles.

Having worked in an unionized environment and complex organisation is preferred.

Various levels of exposure to related human resources functional areas (e.g., talent acquisition, employee benefits, pensions, industrial relations, market research, job evaluation, etc.) and have a sound knowledge of business processes and levers.

Education Requirements

Bachelor's Degree in Human Resources, Administration or Business, Master's degree preferred.

CHRL and/or CCP are strong assets.

Essential Skills

Qualifications and skills:

Ability to work with a bilingual and remote workforce.

Expert knowledge of human resources programs, both in theory and in practice, within a similar organization, as well as external practices and emerging trends.

Proven track record in delivering a total compensation approach with specific experience in developing and managing job evaluation, base pay, incentive and sales compensation programs.

Resilient and capable of managing multiple priorities and shift gears on a regular basis.

Proven track record of successfully influencing senior leaders and working regularly and comfortably with high-level individual contributors and leaders across multiple functions.

Ability to work independently to manage projects and drive results across multiple functions and client groups, while utilizing the expertise and knowledge of both internal and external business practices to improve the employee's experience.

Demonstrated ability to design programs and processes that have a company-wide impact.

Recognised subject matter expert in advising and partnering with HR business partners and leaders on program rollouts.

Advanced Excel and data analytical skills are essential.

Prior experience with Workday is an asset.

Candidates may be subject to skills and knowledge testing.

How to Apply

[Click Apply Now!](#)