



# 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

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# Job Board Posting



Careers.Indigenous.Link

Date Printed: 2023/03/23

## Senior Advisor/Advisor, Human Resources Business Partner

<b>Job ID</b>	<b>14-C7-19-A6-C4-D8</b>	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=14-C7-19-A6-C4-D8">https://careers.indigenous.link/viewjob?jobname=14-C7-19-A6-C4-D8</a>	
<b>Company</b>	PSP Investments	
<b>Location</b>	Montreal, Quebec	
<b>Date Posted</b>	From: 2023-03-03	To: 2023-05-02
<b>Job</b>	Type: Full-time	Category: Miscellaneous
<b>Languages</b>	Excellent Communicator (written And Verbal) In Both French And English	

### Description

#### ABOUT US

We're one of Canada's largest pension investment managers, with CAD\$230.5 billion of net assets as at March 31, 2022.

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.

This role can be selected from either the Advisor or Senior Advisor level.

#### ABOUT THE TEAM

The Human Resources Business Partner team is responsible for the delivery (in partnership with the extended HR team and the business) of PSP's talent strategies and agenda across our global offices in Montreal, Ottawa, New York, London and Hong Kong.

#### ABOUT YOUR ROLE

Reporting to the Director, Human Resources Business Partner, the Senior Advisor/Advisor, Human Resources Business Partner will be a key contributor to deploying and supporting Talent initiatives and activities covering all aspects of organizational growth, culture and talent. Acting as an advisor, he/she will make a meaningful, proactive, future focus and value-add HR contribution by offering advice and solutions to employees & leaders in order to support them in reaching their objectives. As a Senior Advisor/Advisor, Human Resources Business Partner, you'll develop an in-depth

understanding of PSP's business and culture to:

Provide guidance and support to employees and managers on a wide range of topics including the delivery of talent cycle activities (performance reviews, talent reviews, compensation), talent acquisition, talent management and development, workforce planning, HR policies & procedures and employee relations.

Create and build confidence with employees and managers as a trusted advisor i.e. someone who has informed judgement, is thoughtful, creative and capable of working in close collaboration with HR Centers of Expertise and other stakeholders as required to provide value-added advice and recommend productive solutions based on precedents and best practices.

Stay connected with employees and leverage data, metrics and people analytics such as employee voice tools (exit interviews, onboarding interviews, stay interviews, check-ins) to help drive forward the outputs, contribute actively to tailored Talent initiatives and help provide business leaders with key insights.

Play an important role in connecting the employee engagement survey results with business priorities, ensuring the key drivers are actioned and empowering leaders with insightful analysis.

Be a champion of a culture of respect and of fostering a diverse and inclusive workforce.

Closely collaborate with the extended HR team, providing key inputs into the continuous improvement of HR processes and programs.

#### WHAT YOU'LL NEED

Bachelor's degree in Human Resources, Management, Administration or related field. Master's degree is an asset.

8 to 10 years of experience in Human Resources with at least five (5) years in a business-facing role

Strong business acumen, decisive and confident in her/his abilities

Comfortable navigating turbulence and dealing with ambiguity.

Experience in complex, evolving and fast-paced environments

Strong organizational, interpersonal, influence and communication skills

Track record for creating and maintaining strong and collaborative relationships

Results driven with a proven ability to execute quickly, effectively, deliver consistently and able to prioritize and manage multiple projects/tasks simultaneously

Excellent communicator (written and verbal) in both French and English

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:

A flexible hybrid work model

A hybrid allowance to support any hybrid related needs

Competitive pension plans

Comprehensive group insurance plans

Unlimited access to virtual healthcare services and wellness programs

Generous and inclusive paid family leave

Vacation days available on day one with additional days on milestone service anniversaries, and summer Friday afternoons off

Investment in career development

\*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/)

Follow us on LinkedIn

**Vaccination:** We are committed to a healthy and safe work environment. As a Canadian Crown Corporation with offices around the world, we adhere to Canadian and local government guidelines regarding COVID-19. Vaccination is not currently a mandatory employment criteria. However, this is subject to change, depending on Canadian and local government guidelines.

**How to Apply**

Click "Apply Now"