



# 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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## Senior Manager, Strategic Support

**Job ID** 161921-en\_US-1594

**Web Address**

[https://careers.indigenous.link/viewjob?jobname=161921-en\\_US-1594](https://careers.indigenous.link/viewjob?jobname=161921-en_US-1594)

**Company** Scotiabank

**Location** Toronto, ON

**Date Posted** From: 2022-09-28 To: 2050-01-01

**Job** Type: Full-time Category: Finance

**Description**

Requisition ID: 161921

Join a purpose driven winning team, committed to results, in an inclusive and high-performing culture.

**Purpose**  
As the Senior Manager, Strategic Support, you will contribute to the overall success of Global HR Services ensuring specific goals, plans and initiatives are executed and delivered in support of the team's strategies and objectives. The Senior Manager, Strategic Support is responsible for supporting the SVP, Global HR Services on strategic talent needs and delivery of HR strategic plans and initiatives. This role will also support the Director, Operational Effectiveness on the Financial planning, forecasting and business line allocation process.

**Accountabilities**

- Champions a customer focused culture to deepen client relationships and leverage broader Bank relationships, systems and knowledge.
- Strategic support to the SVP, Global HR Services
- Single point of contact for all Centres of Expertise (CoEs) in service of implementing core bank programs and initiatives as well as the single point of contact for HR Services and HR Business Partners
- Participates and represents HR in strategic business plan development and on-going business meetings /decisions with business line leaders. Identifies the right HR strategy and solutions to meet business objectives, provide strategic direction for the business.
- Provides strategic insights and solutions to leaders on talent priorities and needs. Delivers input and feedback on program / policy design to the Director and COEs and provide recommendations on program execution.
- Facilitates local HR regulatory compliance needs (e.g. reporting) with HR Services. Collaborates with HR
- Services to deploy services that are required to be executed in the areas of development & training, recruitment & onboarding, performance and compensation reviews. Provides support for escalated cases from HR Services.
- Proactively utilize a wide range of HR data to identify themes/trends and recommend effective HR

strategies to meet the business needs.

- Advocates and champions the HR operating model within the business. Proactively contributes to the
- transformation of the HR operating model, with the aim of creating a globally integrated function that is scalable, flexible, and efficient.
- Understand how the Bank's risk appetite and risk culture should be considered in day-to-day activities and decisions.
- Supports the Global HR Services financial planning, forecasting and business line allocation process
- Facilitates working sessions
- Actively pursues effective and efficient operations of his/her respective areas in accordance with Scotiabank's Values, its Code of Conduct and the Global Sales Principles, while ensuring the adequacy, adherence to and effectiveness of day-to-day business controls to meet obligations with respect to operational, compliance, AML/ATF/sanctions and conduct risk.
- Champions a high performance environment and contributes to an inclusive work environment.

#### Education / Experience / Other Information Required

- Minimum 5 years of relevant HR experience or Strategic Initiatives experience.
- Undergraduate degree, preferably with focus on business/human resources or work related experience.
- CHRP, CHRL or other HR designation, or in progress is an asset.
- Strong communications skills (verbal and written) and interpersonal skills. Ability to deal effectively with all levels of the organization. Able to collaborate with HR stakeholders and business partners and coach managers.
- Actively listens and seeks to understand needs with genuine curiosity.
- Strong ability to strategically influence and persuade senior leaders.
- Strong problem solving, conflict management, negotiation skills.
- Strong ability to effectively perform in a complex, high change environment while being a positive steward for the global HR team.
- Strong strategic capabilities to assess issues and their potential impact on the Bank's image and reputation.
- Excellent project management skills to oversee execution of complex communications strategies.
- Ability to build strong cross-cultural and cross-divisional team relationships.
- Strong business acumen and understanding to allow appropriate partnership with client groups.
- Understands how the data relates to actions and results for an individual person or team.
- High capability in building succinct presentation decks
- Experience facilitating working sessions is an asset
- Experience in budgeting or financial analysis is an asset

#### Working Conditions

Work in a standard office-based environment; non-standard hours are a common occurrence.

Location(s): Canada : Ontario : Toronto

Scotiabank is a leading bank in the Americas. Guided by our purpose: "for every future", we help our

customers, their families and their communities achieve success through a broad range of advice, products and services, including personal and commercial banking, wealth management and private banking, corporate and investment banking, and capital markets.

At Scotiabank, we value the unique skills and experiences each individual brings to the Bank, and are committed to creating and maintaining an inclusive and accessible environment for everyone. If you require accommodation (including, but not limited to, an accessible interview site, alternate format documents, ASL Interpreter, or Assistive Technology) during the recruitment and selection process, please let our Recruitment team know. If you require technical assistance, please click [here](#). Candidates must apply directly online to be considered for this role. We thank all applicants for their interest in a career at Scotiabank; however, only those candidates who are selected for an interview will be contacted.

For more information, visit [Scotiabank for Senior Manager, Strategic Support](#)