



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.Link's 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

Date Printed: 2024/05/03

Manager Talent Management

Job ID	217759-en_US-4840
Web Address	https://careers.indigenous.link/viewjob?jobname=217759-en_US-4840
Company	Rogers
Location	Toronto, ON
Date Posted	From: 2021-02-23 To: 2050-01-01
Job	Type: Full-time Category: Telecommunications

Description

<p>At Rogers, we connect Canadians to a world of possibilities and the memorable moments that matter most in their lives. Every day we wake up with one purpose in mind. To bring loved ones together from across the globe. To connect people to each other and the world around them. To help an entrepreneur realize their dream. A sports fan celebrate a special moment.

Because we believe connections unite us, possibilities fuel us, and moments define us. As we grow our team, the well-being of our team members remains our top priority. To ensure the health and safety of our team members, including those in the recruitment process, our team members are temporarily working from home.<p><p>The Manager, Talent Management reports to the Sr. Manager, Talent, Equity and Performance and is a key member of the team to lead the implementation of the Talent Management strategy.<p><p>We aim to be a leader in people practices and processes. This role is a key organizational liaison for working with HR Business Partners, OD teams and HR Delivery teams to successfully implement the talent cycle with an inclusion and diversity lens at Rogers. This includes:<p><p>What you will be doing: <p>Leads the end to end implementation of annual Talent Reviews, including design enhancements, strategic planning of the process and timelines, communication and education. Ensures talent assessments produce the right business outcomes and follow through with leadership development plans.Embeds diversity data in the talent process and reviews talent data with a diversity lens. Supports the development and movement of diverse talent across functions and business units.Works with the Sr. Analyst, Talent and Performance to ensure the collection of enterprise wide data and business specific insights to drive talent objectives.Works with the Manager, Performance Management to ensure alignment of the Performance Development process and timelines with Talent Reviews.Conducts external research to keep current on talent management best practices and industry trends to improve identification, development and promotion of diverse talent.Creates and maintains standard practices for ELT and Board Reviews, including template design and guidance to HR Business Partners. Leads the collection, analysis and collation of talent data across all lines of business, including the build of the Talent Review report for the HR Committee of the Board.Maintains and handles sensitive data on talent, performance, and diversity with discretion and confidentiality at all times.Provides ongoing guidance, enhances leader resources, leads change management and communication.Works with the Sr. Analyst, Talent and Performance to identify and implement the evaluation and quality improvement measures for success, and ongoing evolution of the talent management system and process.Ensures the seamless integration and alignment of the Talent Review process with other programs across the Organizational Development function.<p>What you have: <p>University degree with concentration in business/Human Resources and/or CHRP or equivalent experience.Proven expertise in the area of Talent Management a track record of successfully implemented strategies and programs.Proven ability to dialogue effectively and build strong client relationships with senior executives.Excellent interpersonal and communication skills, both verbal and written.Proven ability to manage change, maintain flexibility, and work effectively under pressure in a fast-paced environmentExcellent presentation skills and ability to use tools such as PowerPoint and Excel
 </div><div>Schedule:#160;Full time</div></div><div>Shift: No Selection</div></div><div>Length of Contract: Not Applicable (Regular Position)</div></div><div>Work Location:#160;</div><div>Travel Requirements: None</div></div><div>Posting Category/Function:Human Resources & Organization Development</div></div><div>Requisition ID: 217759</div></div><div>Together, we'l make more possible, and these six shared values guide and define our work:</div></div><div>Our people are at the heart of our successOur customers come first. They inspire everything we doWe do what’s right, each and every dayWe believe in the power of new ideasWe work as one team, with one visionWe give back to our communities and protect our environment</div></div><div><p>What makes us different makes us stronger. Rogers has a strong commitment to diversity and inclusion. Everyone who applies for a job will be considered. We recognize the business value in creating a workplace where each team member has the tools to reach their full potential. At Rogers, we value the insights and innovation that diverse teams bring to work. We work with our candidates with disabilities throughout the recruitment process to ensure that they have what they need to be at their best. Please reach out to our recruiters and hiring managers to begin a conversation about how we can ensure that you deliver your best work. You matter to us! For any questions, please visit the Rogers FAQ</p></div></div><div>Posting Notes:#160; Corporate</div></div>

For more information, visit Rogers for Manager Talent Management