



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: 2024/05/18

Executive Director, HR Operations & Technology

Job ID	370243-1-5428	
Web Address	https://careers.indigenous.link/viewjob?jobname=370243-1-5428	
Company	Toronto Metropolitan University	
Location	Toronto, ON	
Date Posted	From: 2022-11-29	To: 2050-01-01
Job	Type: Full-time	Category: Education

Description

About Toronto Metropolitan

At the intersection of mind and action, Toronto Metropolitan University is on a transformative path to become Canada's leading comprehensive innovation university. Integral to this path is the placement of equity, diversity and inclusion as fundamental to our institutional culture. Our current academic plan outlines each as core values and we work to embed them in all that we do. We welcome those who have demonstrated a commitment to upholding the values of equity, diversity, and inclusion and will assist us to expand our capacity for diversity in the broadest sense. In addition, to correct the conditions of disadvantage in employment in Canada, we encourage applications from members of groups that have been historically disadvantaged and marginalized, including First Nations, Metis and Inuit peoples, Indigenous peoples of North America, racialized persons, persons with disabilities, and those who identify as women and/or 2SLGBTQ+. Please note that all qualified candidates are encouraged to apply; however, applications from Canadians and permanent residents will be given priority. In April 2022, the university announced our new name of Toronto Metropolitan University, which will be implemented in a phased approach. Learn more about our next chapter. The team We are a team of human resources experts and innovators who contribute to the achievement of TMU's strategic priorities. We partner with our clients to create and deliver outstanding practical and strategic human resource solutions, processes and services that enhance workplace culture, engagement and inclusion. You can find out more about our people- first philosophy and values by reading about who we are and what we do online. The HR Operations and Technology team include:

- HR Client Services
- Payroll
- HR Technology
- Workforce Planning Data and Analytics

The Opportunity

You are a curious, collaborative, and transformation driven HR professional who thrives working cross functionally across the organization and can help transform and mature our Human Resources services and practices.

You are seasoned in developing and executing the strategic direction of HR Technology and operations aligned with HR priorities and plans. You have a passion for taking a hands-on, team-oriented approach and you lead with a positive and flexible attitude. You take accountability, are detail-oriented, resourceful and dependable possessing strong interpersonal and communication skills. You have a genuine curiosity and drive for delivering HR best practices and fostering a culture where everyone feels valued and respected. As an integral part of the HR leadership team, the Executive Director, HR Operations and Technology plays a key role in driving the HR digital transformation by developing and implementing TMU's next generation HR Technology strategy and roadmap, optimizing HR business process and strengthening HR analytics capability to ensure HR technology and systems are aligned with strategic objectives. In addition, leading the HR Operations and Technology team, you are responsible for providing consistent, high quality service to all stakeholders to ensure accuracy, efficiency and a positive employee

experience. Here are some significant and exciting parts of the role:

- HR Transformation and Strategy
- HR Technology & roadmap
- HR operations
- HR Reporting and Analytics
- People leadership and mentoring

Does this sound exciting and rewarding? We look forward to your application! Qualifications

To help us learn more about you, please provide a cover letter and resume describing how you meet the following required qualifications:

- Post-secondary education in a relevant knowledge field;
- Minimum 10+ years of combined education & experience, with at least five years in a leadership role, or an acceptable combination of education and experience.
- Experience in managing a HR operations/shared services centre, technology and analytics teams in a university or public sector organization with a strong customer management experience, with at least five years experience in a leadership role in a complex unionized organization;
- Experience in designing efficient HR processes and operations and a talent for analyzing complex data, telling the business story as well as solving problems through the data;
- Experience implementing HRCM systems and enabling technology;
- Experience managing critical operational programs in different business areas.
- Advanced knowledge and understanding of HR programs, processes, and technology;
- Demonstrated experience in the various HR functional areas, especially change management
- Project Management and/or Human Resources Certification is preferred.
- Knowledge and experience with ServiceNow, Oracle PeopleSoft HR is an asset.

Additional Information

Position Number(s) 10001374
Reports To Chief Human Resources Officer
Vacancy Type FTCE
Employee Group MAC
Work Location Hybrid
Start Date February 6, 2023
End Date Not Applicable
Hours of Work 36.25
Grade and Step E82
Salary Scale Hiring range \$190,000 - \$200,000
HR Advisor Claudiu Filimon
Application Close Date January 20, 2023

Additional Notes:

- An equivalent combination of education and experience may be considered.
- Candidates must have a demonstrated record of dependability/reliability and a commitment to maintain confidentiality.
- We encourage all First Nations, Metis and Inuit peoples or Indigenous peoples of North America, to self-identify in their applications.
- As part of the selection process, candidates may be required to complete an occupational assessment.
- Applications will only be accepted online through Toronto Metropolitan University's career site.
- Toronto Metropolitan University is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA), and aims to ensure that independence, dignity, integration and equality of opportunity are embedded in all aspects of the university culture.
- We will provide an accessible experience for applicants, students, employees, and members of the Toronto Metropolitan University community. We are committed to providing an inclusive and barrier-free work environment, starting with the recruitment process. If you have restrictions that need to be accommodated to fully participate in any phase of the recruitment process, please reach out to: hr@ryerson.ca. All information received in relation to accommodation will be kept confidential.

For more information, visit [Toronto Metropolitan University for Executive Director, HR Operations & Technology](#)