



# 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.

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: 2024/05/03

## Senior Data and Reporting Analyst

<b>Job ID</b>	<b>372304-1-3867</b>	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=372304-1-3867">https://careers.indigenous.link/viewjob?jobname=372304-1-3867</a>	
<b>Company</b>	Toronto Metropolitan University	
<b>Location</b>	Toronto, ON	
<b>Date Posted</b>	From: 2023-02-15	To: 2050-01-01
<b>Job</b>	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

The HR Operations and Technology team is part of a group of human resources experts and innovators who contribute to the achievement of Toronto Metropolitan University's strategic priorities. They partner with their clients to create and deliver outstanding practical and strategic human resource solutions, programs and services that enhance workplace culture, engagement and inclusion. They are at the forefront of TMU's HR transformation to evolve and innovate the IT functionality, reporting and analytics and they are committed to creating seamless processes for record keeping, payroll, TMU's employee web-based applications and more.

### The Opportunity

The HR Operations and Technology team is looking for a Senior Data and Reporting Analyst to join and support the team in building the capability to provide a comprehensive forward-looking view of University's workforce data from different source HR applications for the purpose of providing insights for key Human Resource drivers, Equity, Diversity and Inclusion initiatives and policy developments to support HR transformation initiatives, HR operational maturity and organizational growth. Key accountabilities:

- Partner with HR Centers of Expertise to solicit feedback and translate HR related reporting requirements into meaningful information and metrics that can be utilized to create compelling workforce stories that inform leaders and drive strategic people related decisions and enhancements to strategic workforce planning process, mitigation strategies & methodology.
- Review, update, and improve people analytics and reporting tools and practices in an effort to provide reliable resource capacity, utilization, and forecast data for the University.
- Responsible for design of, and conducting complex quantitative and qualitative analyses to identify trends in workforce behaviours informed by deep understanding of trends and risks in the labour market demographic of the employee population.
- Determine what gaps exist between the current and projected workforce needs in the short-term and long-term in order to inform the leadership team and support their decision making.
- Champion strategic approach to workforce management of technological platforms to support the growth of insight options from workforce analytics to support continual improvement of best practices and operational strategy.

### 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 degree in an Information Technology Management or Computer Science Program, or a degree in a Human Resources program combined with subsequent formal technical training that includes ERP HCM utilities (e.g. PeopleSoft Tree Manager, Security, Process Scheduler, PeopleTools, Application Engine and SQR and/or other cloud HCM);
- Five to Eight (5-8) years of related data analyst experience, i.e. translating HR business requirements, application functionality, including process design, configuration and testing, preferably in a higher education or public sector organization.
- Three to Five (3-5) years designing and implementing solutions related to workforce data analysis, data visualization and executive dashboards using modern data platforms
- Three to Five (3-5) years working with relational databases (Oracle PeopleSoft an asset; other Cloud HCM an asset).
- Three to Five (3-5) years designing complex reporting extracts and dashboards, showcasing competency in predictive analytics, statistical modeling, measurements and forecasting.
- Knowledge of existing and emerging technologies related to HR systems and web-based applications.
- Excellent verbal and written communication skills to discuss technical issues with non-technical people and business issues with technical people

Additional Information

Position Number(s) 10001249  
Reports To Manager, HR Technology & Operations (Tamara Jacobs)  
Vacancy Type FTCE  
Employee Group MAC  
Work Location HYBRID  
Start Date ASAP  
End Date N/A  
Hours of Work 36.25  
Grade and Step C51  
Salary Scale \$74,376 - \$118,808 (hiring range up to \$96,592).  
Application Close Date April 10, 2023

Notes:

- An equivalent combination of education and experience may be considered.
- Applicants who do not meet all of the posted qualifications may, upon the University's sole discretion, be considered to fill a vacancy on an underfill basis.
- 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@torontomu.ca](mailto:hr@torontomu.ca). All information received in relation to accommodation will be kept confidential.

For more information, visit Toronto Metropolitan University for Senior Data and Reporting Analyst