



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: 2024/04/28

Senior Human Resources Partner (School of Medicine)

Job ID	373177-1-3789	
Web Address	https://careers.indigenous.link/viewjob?jobname=373177-1-3789	
Company	Toronto Metropolitan University	
Location	Toronto, ON	
Date Posted	From: 2023-04-26	To: 2050-01-01
Job	Type: Part-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.

About the School of Medicine

Toronto Metropolitan University is embarking on a new chapter that will help shape the future of health care in Ontario. On March 15, 2022, the Government of Ontario announced it will be moving forward with Toronto Metropolitan University's school of medicine in Brampton. The School of Medicine will be designed from the ground up to provide a new model for primary care – one that is community-driven, intentionally inclusive, and that trains doctors whose cultural awareness and humility are as crucial as their medical skills. Reflecting the university's core values, the future school is rooted in five major pillars:

1. Focusing on community centric primary care and the social determinants of health.

2. Providing more culturally respectful care to communities.

3. Leveraging innovation and technology in practices to improve quality of care and patient outcomes.

4. Providing future physicians with the skills to develop interdisciplinary networks of healthcare to achieve better outcomes for patients in the communities.

5. Focusing on supporting seniors as a growing portion of our society gets older.

Reporting to the

Director of HR Strategic Partnerships, and exclusively supporting the development and launch of the new School of Medicine, the SHRP (School of Medicine) is part of the HR Strategic Partnerships & Labour Relations unit. The HR Strategic Partnership Team partners with clients to create and deliver outstanding practical and strategic human resource solutions, programs 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.

The Opportunity

The Senior Human Resources Partner (School of Medicine) is a goal oriented, collaborative, trusted professional who provides strategic HR support to leaders to further TMU's academic mission and organizational goals. As the successful candidate, you will apply an intersectional and inclusive approach to supporting leaders, by:

- Working closely with senior leadership in the School of Medicine and numerous University stakeholders to ensure that the future design of the medical school aligns with the strategy, growth and future objectives while prioritizing a commitment to the principles of EDI (Equity Diversity and Inclusion).
- Leveraging expertise and experience in Organizational Design to partner with internal Centres of Expertise (COE's) and University stakeholders to develop and implement a sustainable structure for an innovative new kind of medical school. This means applying a pan-university lens to the development of structures and positions within the school in order to meet strategic objectives while balancing existing University policies, collective agreement, and stakeholder obligations.
- Developing a deep understanding of the unique operations of a University medical school, including challenges and opportunities with building a new faculty, to effectively influence decision making as it pertains to HR matters including workforce planning, change management and organizational design.
- Building strong, collaborative relationships with stakeholders, including leaders, union representatives, and external clinical learning environment partners in a complex, multi-stakeholder environment with multiple competing interests to help identify barriers and implement solutions to support the launch of the school.
- Monitoring trends and diagnosing issues early on and throughout the school's development and implementation, and proactively developing early resolution solutions and strategies to resolve identified and anticipated HR issues and providing proactive and strategic HR solutions.
- Handling highly sensitive and confidential employee/labour relations issues including conflict resolution, workplace investigations, grievances, arbitrations, workplace conflict, discipline and performance matters.
- Driving the implementation of HR wide processes, policies, and initiatives by working collaboratively with HR colleagues to continuously improve HR service delivery, by generating insights on improvement opportunities and sharing internal and external leading practice.

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 Business (HR), Industrial Relations, Public Administration or Social Sciences.

- 7+ years' experience in a large, unionized organization. Preference is given to experience in academic/medical school or healthcare organizations.
- Demonstrated experience in organizational design, workforce planning, and ability to leverage this experience to partner with multiple stakeholders to create / innovate within a complex multi-union environment.
- Skilled relationship builder with a demonstrated ability to partner with multiple leaders, providing effective guidance and challenge where appropriate
- Highly developed critical thinking, analytical and problem-solving skills to solve complex issues
- Skilled at leading organizations through change, with experience with organization design principles and approaches
- Strong written and verbal communications skills with a demonstrated ability to develop and strong project plans, tools and resources.
- Excellent organizational skills and ability to work in a fast-paced environment with constantly changing schedules and priorities.
- Proven ability to incorporate and model an equitable, diverse and inclusive approach into all aspects of the role

Additional Information

Position Number(s) 20004672

Reports To Director, Strategic Partnerships and Labour Relations

Vacancy Type TERM

Employee Group MAC

Work Location Hybrid & Ability to work from Brampton

Start Date ASAP

End Date 24 months after start date

Hours of Work 36.25

Grade and Step C52

Salary Scale \$82,929 - \$132,471 (hiring range up to \$107,700)

Application Posting Date August 3, 2023

Application Close Date August 21, 2023

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 careersite. 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, beginning with the recruitment process. If you have restrictions that need to be accommodated to fully participate in any phase of the recruitment process, please contact hr@ryerson.ca. All information received in relation to accommodation will be kept confidential.

For more information, visit [Toronto Metropolitan University for Senior Human Resources Partner](#)
(School of Medicine)