



# 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  
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# Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/04/30

## Director, HR Strategy, Planning and Transformation

<b>Job ID</b>	<b>374788-1-9153</b>
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=374788-1-9153">https://careers.indigenous.link/viewjob?jobname=374788-1-9153</a>
<b>Company</b>	Toronto Metropolitan University
<b>Location</b>	Toronto, ON
<b>Date Posted</b>	From: 2023-05-29 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

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. We have embarked on a journey to reimagine HR, as well as modernize and enhance the employee experience. Find more about our people-first approach & workplace culture here!

#### The Opportunity

Are you a strategic HR and change management professional looking for an exciting new opportunity? Are you an action focused leader experienced in delivering on major HR transformation initiatives? If so, we have the right role for you. We are looking for a Director, HR Strategy, Planning and Transformation, to join the Human Resources department and lead a continuous process improvement mindset, leveraging strategies to enhance the client & employee experience. Reporting directly to the CHRO, you will be responsible for leading transformation and change management initiatives for the department, overseeing HR policy development and governance, and supporting strategic planning for the department. You will lead programs and projects using innovative, agile and project management tools and techniques in the strategic development, change management and implementation of organizational initiatives. Here is what you can expect to work on:

- Play a critical role in the implementation of HR Transformation solutions that will support TMU's priorities and strategic plan.
- Support the CHRO and the HR leadership team by developing and facilitating the annual strategic planning process to identify priorities for the HR Department in line with the strategic priorities of the university.
- Lead the proactive management of HR policies to ensure they reflect HR center of excellence design, regulatory requirements, legislative changes and/or business needs.
- Lead and promote HR governance, including a governance approach for internal HR committees.
- Develop robust change management practices to support successful implementation of HR programs and initiatives.

#### Qualifications

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

- Completion of a post-secondary Bachelor's Degree in a related field of knowledge.
- Minimum of ten (10) years of relevant senior level experience leading and implementing HR Transformation Projects.
- Experience identifying HR optimization opportunities and continuous improvement to enhance the employee experience.
- Experience working in higher education would be considered an asset.
- Strong people leader experience.
- Experience in developing business requirements, process analysis and process Improvement.
- Proven track record as a results-oriented professional with a passion for impacting and driving key business goals.
- Strong writing, design, and communication skills, with the demonstrated ability to consolidate complex, multifaceted ideas into tangible, programs, and initiatives.
- Ability to think strategically and synthesize inputs quickly.
- Ability to work cross functionally in a collaborative environment to ensure initiatives meet mutually agreed upon desired results between business lines and functional areas.
- PROSCI Change Management Certification or similar change certification is an asset.

#### Additional Information

Position Number(s) 20004708  
Reports To Chief Human Resources Officer (CHRO)  
Vacancy Type FTCE  
Employee Group MAC  
Start Date ASAP  
End Date N/A  
Hours of Work 36.25  
Grade and Step D72  
Salary Scale \$128,176 to \$204,749 (hiring range up to \$166,463)  
Application Posting Date May 26, 2023  
Application Close Date June 12, 2023

Additional 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 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](mailto:hr@ryerson.ca). All information received in relation to accommodation will be kept confidential.

For more information, visit Toronto Metropolitan University for Director, HR Strategy, Planning and Transformation