



# 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

L9 P23 R4074 HWY 596 - Box 109

Keewatin, ON P0X 1C0

# Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/04/23

## Senior Talent Acquisition Program Consultant

<b>Job ID</b>	<b>377699-1-6024</b>	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=377699-1-6024">https://careers.indigenous.link/viewjob?jobname=377699-1-6024</a>	
<b>Company</b>	Toronto Metropolitan University	
<b>Location</b>	Toronto, ON	
<b>Date Posted</b>	From: 2023-11-29	To: 2050-01-01
<b>Job</b>	Type: Part-time	Category: Education

### Description

#### About Toronto Metropolitan

At the intersection of mind and action, Toronto Metropolitan University (TMU) 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. TMU welcomes those who have demonstrated a commitment to upholding the values of equity, diversity, and inclusion and will assist us in realizing the benefits of embedding these values into the work at every level and in every unit of the university. In addition, to correct the conditions of disadvantage in employment in Canada and to bring lived experiences to the work, we encourage applications from members of equity deserving groups that have been historically disadvantaged and marginalized, including First Nations, Metis and Inuit Peoples in Canada, First Nations Peoples in the United States, racialized people, Black people, persons with disabilities, women, and 2SLGBTQ+ people. Preference will be given to candidates with lived experiences as people from equity deserving groups, as well as experience working with these communities with which the University works every day. Please note that all qualified candidates are encouraged to apply and we welcome newcomers and immigrants to Canada. In April 2022, the university announced its new name of Toronto Metropolitan University. Learn more about our next chapter. The team The Talent Acquisition Center of Expertise is a team of driven & client-focus, innovative professionals who contribute to the achievement of Toronto Metropolitan University's strategic priorities related to Recruitment needs & Immigration Support Services. We partner with our clients to create and deliver outstanding practical and strategic human resource solutions, programs and services that enhance workplace culture, engagement and inclusion.

#### The Opportunity

The Talent Acquisition Center of Expertise is looking for a Senior Talent Acquisition Programs Consultant to join the team, on an interim base for 12 months, with possibility of extension. As a Senior Talent Acquisition Programs Consultant, you will play a key role in driving the development of HR policies and programs as these relate to the talent acquisition portfolio, to ensure alignment and

compliance with HR's strategic goals and values and transformation strategy. You will lead policy development, implementation and change management strategy to ensure successful rollout of policies and programs throughout the university, in consultation with the Director, Talent Acquisition, internal stakeholders, and collaboration through a community of practice. You will also provide support and training for research recruitment programs. Other responsibilities will include:

- Leading and overseeing the planning, development and execution of a range of the full range of specialized recruitment services and strategic projects, programs and initiatives to ensure recruitment and relocation policies and processes are effective and up to date.
- Supporting the Director, Talent Acquisition with the development and implementation of TA policies. Researching, recommending and implementing a TA policy strategy and framework.
- Identifying opportunity areas for streamlining and improvement, and making recommendations to enhance HR's strategic transformation.
- Establishing and maintaining a policy review process to ensure TA policies are current and reflect legislative and university operational requirements. Ensuring policy development processes meet critical timelines for various approval mechanisms.
- Collaborating with all related parties to develop communication plans for the successful implementation of the new policy, programs and processes.
- Working with various teams, working committees, and key stakeholders and communicating effectively to accomplish project goals. Identifying and mitigating any risks and challenges that may affect the project.
- Establishing and delivering a high service standard to meet expectations of clients, including the development and implementation of service level agreements.
- Evaluating the effectiveness of strategic recruitment projects, programs and initiatives, and recommending improvements as needed.

#### 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 Human Resources, Business Administration or a related field; an equivalent combination of education and experience may be considered.
- Minimum five to seven (5-7) years of progressively more responsibility relevant experience in a human resources capacity with, two to three years of direct experience in the area of Policy development and rollout, Program management and Project management.
- Experience in a large, unionized organization in the academic, public or para-public sector environments.
- Demonstrated ability to effectively engage in a process of program assessment, planning, implementation and evaluation.
- Experience in a combination of research & recruitment in a large, unionized organization, preferably academic, public or para-public sector organization.
- Demonstrated experience in managing complex multiple projects from ideation to completion, with excellent ability to manage changing priorities.
- Very strong written and verbal communication, presentation and facilitation skills.
- Strong client service orientation with an energetic, positive attitude to build partnerships, relationships, and trust.
- Ability to work independently, manage multiple tasks and deadlines, and solve challenging

- problems in a fast-paced environment while also working collaboratively in a team environment
- Knowledge of equity, diversity and inclusion principles, with an action oriented focus to implement meaningful change.
  - Advanced consulting skills, with ability to work across the organization to influence decisions for a positive outcome, without direct authority.
  - Ability to interpret and apply collective agreements and complex intersections of immigration and employment law.
  - Working knowledge of employment regulations, including the Occupational Health & Safety Act, Ontario Human Rights Code, Employment Standards Act, Labour Disputes Arbitrations Act, pay and employment equity legislation.
  - Comprehensive knowledge of human resources management, principles and practices and the ability to apply this knowledge to respond to complex problems and develop creative, effective solutions.
  - Knowledge of Research sector norms to provide interpretation of policies and collaborate with cross functional teams and other internal stakeholders to address complex issues.
  - Skills in project management, program and policy development, external relations, supervision and management of financial and human resources are required.

#### Additional Information

Position Number(s) 20004852

Reports To Director, Talent Acquisition

Department Human Resources

Vacancy Type TERM

Employee Group MAC

Work Location Hybrid

Start Date ASAP

End Date 12 months after start date

Hours of Work 36.25

Grade C52

Salary Scale \$83,758 - \$133,796

Hiring Salary Range -

TA Specialist -

Posting Date November 28, 2023

Application Close Date December 10, 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 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, 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 submit your request through the AskHR webform. All information received in relation to accommodation will be kept confidential.

For more information, visit [Toronto Metropolitan University for Senior Talent Acquisition Program Consultant](#)