



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.

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Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/05/18

Director, Total Compensation

Job ID	380542-1-6223	
Web Address	https://careers.indigenous.link/viewjob?jobname=380542-1-6223	
Company	Toronto Metropolitan University	
Location	Toronto, ON	
Date Posted	From: 2024-04-25	To: 2050-01-01
Job	Type: Full-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 Total Compensation Center of Excellence (COE) is committed to providing a fair and attractive compensation system that supports the university's vision and values.

Housed within Human Resources, the team is currently undergoing a multi-year transformation to enhance our compensation practices and align them with market standards and the guiding values of university's equity, diversity and inclusion. Our goal is to ensure that our employees are rewarded for their contributions and performance, and that our compensation policies are transparent, consistent and equitable across the organization.

The Opportunity

Are you a strategic HR leader and compensation professional looking for an exciting new opportunity? Do you have exceptional people and change management skills that you want to apply in a meaningful and supportive environment? If so, we have the right role for you. Join our dynamic team focused on delivering exceptional client service while contributing to the ongoing TC transformation project, supporting the daily operations. We are looking for a Director, Total Compensation, to join the Human Resources department and play a pivotal role in shaping and leading the Total Compensation Center of Excellence (COE). In this role, you will develop and implement a holistic Total Compensation strategy aligned with the University's mission, goals, and industry standards. You will oversee and optimize day-to-day operations to ensure a solid compensation foundation, robust compensation governance and compliance (including pay equity), and exceptional compensation service delivery for employees and stakeholders across the university. While this position is currently for 24 months, there is a possibility for extension, or renewal. You will also have access to our very generous Total Rewards coverage on day 1 at TMU. Here is what you can expect to work on:

- Leading the development of the Total Compensation COE, defining its vision, strategy, and operational framework, while integrating equity, community and inclusion (ECI) principles into all compensation programs and practices.
- Serving as a thought leader and advocate for total compensation across HR, and representing Total Compensation's objectives and input during cross-functional projects.
- Building and developing a high-performing Total Compensation team, fostering a culture of trust, accountability, collaboration, and results-oriented delivery.
- Collaborating with HR leadership to formulate compensation policies, guidelines, processes, and procedures for salary administration, job evaluation, etc.
- Championing large-scale compensation projects, including annual salary increase, executive compensation, pay equity review, rewards and recognition to attract, retain and motivate employees.
- Leading the development of communication strategies and materials for the various compensation policies and programs. Provides training and communication to stakeholders.
- Driving a culture of continuous improvement within the COE by proactively identifying opportunities to enhance processes, tools, and work methods.
- Developing and implementing a Service Level Agreement (SLA) for key compensation services to ensure quality service and timely turnaround.
- Contributing to the strategy and planning for a comprehensive compensation transformation initiative. Collaborating closely with the project team to ensure alignment with the university's mission, goals, and industry standards.

Qualifications

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

- Bachelor's degree in Human Resources, Business Administration, or related field. Master's degree preferred.
- Minimum eight (8) years of progressive experience in compensation management, with a deep understanding of compensation principles, best

practices, market trends, and regulatory compliance.

- Minimum five (5) years of people management experience, with a proven ability to lead and create a high-performing team environment focused on achieving outstanding results while motivating and developing team members.
- Certified Compensation Professional (CCP) designation, or Certified Employee Benefit Specialist (CEBS) designation or equivalent.
- Demonstrated track record of success in a complex HR environment, preferably within higher education or the public sector.
- Excellent communication, presentation, and interpersonal skills. Ability to influence and persuade stakeholders on compensation matters.
- Strong analytical, problem-solving, and critical thinking skills to challenge the status quo and build a best-in-class compensation strategy.
- Exceptional interpersonal and influencing skills to build strong relationships and collaborate effectively with diverse stakeholders across all university levels.
- Strong proficiency in HR analytics and data analysis tools, with the ability to translate data into actionable insights for strategic compensation decision-making.
- High level of professionalism, integrity, and confidentiality. Ability to handle sensitive information with discretion.
- Proficiency in common office applications (e.g., Google Suite, Excel). Experience with HRIS and compensation software (e.g., PeopleSoft and Service Now) is a plus.

Additional Information

Position Number(s) 10001406

Reports To Executive Director, Total Rewards and Wellbeing

Department Human Resources

Vacancy Type Term 24 months (with possibility of renewal)

Employee Group MAC

Work Location Hybrid

Start Date ASAP

End Date 24 months from start date (with possibility of renewal)

Hours of Work 36.25

Grade D62

Salary Scale \$104,131 - \$166,339

Hiring Salary Range -

TA Specialist -

Posting Date May 2, 2024

Application Close Date May 16, 2024

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.
- 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.
- 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 Director, Total Compensation