



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:
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Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/04/23

Director, Business Transformation

Job ID	40-FC-DE-D7-2A-71	
Web Address	https://careers.indigenous.link/viewjob?jobname=40-FC-DE-D7-2A-71	
Company	Toronto Transit Commission	
Location	Toronto, Ontario	
Date Posted	From: 2020-07-30	To: 2020-08-06
Job	Type: Full-time	Category: Transportation
Languages	English	

Description

Requisition ID: 2623

Number of Vacancies: 1.00

Department: CEO's Office (20000050) - Chief Executive Officer's Office & Staff (30000080)

Salary Information: \$116,298.00 - \$145,436.20

Pay Scale Group: 12SA

Employment Type: Regular

Weekly Hours: 35, Off Days: Saturday, Sunday

Posted On: July 24, 2020

Last Day to Apply: August 3, 2020

Reports to: Executive Director, Business Transformation

The Toronto Transit Commission (TTC) is North America's third largest transit system and has been recognized as one of the top places to work in the GTA. Guided by a forward-thinking strategic plan, the TTC's vision is to be a transit system that makes Toronto proud. The TTC's recruitment efforts are directly aligned to its mission of providing "a reliable, efficient, and integrated bus, streetcar and subway system that draws its high standards of customer care from our rich traditions of safety, service and courtesy."

General Accountability

Reporting to the Executive Director "Business Transformation, the position is responsible for oversight of the internal business transformation portfolio. This includes the identification of opportunities to streamline business, review of the core services offered by the TTC, as well as policies and procedures related to efficiencies in accountability and decision making. This also includes oversight of staff working to support future oriented opportunities to ensure such strategy is accounted for with efficiency planning with the various lines of business. This role will work with stakeholders across the organization to map out proposed solutions, work with external parties to understand and learn opportunities to incorporate best practices, and work with internal and external experts to calculate the efficiencies to be gained.

Key Job Functions

• Understands the broad based strategic direction of the organization and works with stakeholders across the organization to understand what opportunities exist for enhancing efficiencies in business and decision making

• Develops recommendations for a more efficient organizational structure where the opportunity may exist.

• Works closely with lines of business and stakeholders at all different levels of the organization to find solutions to barriers to efficiency, and maps out the journey to implementation.

• Consults with external stakeholders and businesses in the goal of bringing in effective solutions and best practices.

• Works with stakeholders across the organization to identify challenges faced by all lines of business, including all union work and different levels of employees, in terms of efficient and effective actions.

• Works with parties to understand the legislative and policy frameworks surrounding the issues and solutions, in order to develop strategy within frameworks.

• Provides recommendations to Executive Director regarding barriers that may require legislative intervention.

• Works with internal and external partners to envision the requirements and framework for support of the organization in its future state.

• Partners with Human Resources staff in conducting a review of the existing organizational structure from an effectiveness perspective in its positioning to support the future state.

• Oversees staff working to support the business in maintaining an inventory of all future oriented practices and strategies being implemented.

• Reviews section processes on an ongoing basis to ensure consistent application of TTC and human resources policies and procedures, collective agreements and relevant legislation and regulations;

• Ensures all TTC policies and standards are adhered to by reports and contractors as appropriate;

• Promotes a respectful work and service environment that supports diversity, inclusion, and is free from harassment and discrimination. Provides leadership in the development and implementation of inclusive and accessible policies, programs and/or services for employees and customers in accordance with TTC's commitments and obligations under the Ontario Human Rights Code (OHRC) and Related Orders, the Accessibility for Ontarians with Disabilities Act (AODA), and TTC's policies.

• Participates in the TTC Customer Service Ambassador Program.

Skills

Use office technology, software and applications

Manage projects

Manage human resources

Apply analytical skills

Plan and organize activities / projects to meet section and organizational goals

Secure and manage fiscal resources

Understand the organization's fiscal environment

Education and Experience

Completion of a post-secondary college diploma or university degree in a related discipline or a combination of education, training and experience deemed to be equivalent.

Additional Requirements

• Significant knowledge of human resources practices and principles with emphasis on employee relations knowledge, business acumen and comprehensive knowledge of relevant policies and government legislation / regulations, and issues/initiatives related to areas of responsibility.

• Excellent communication skills with demonstrated experience in collective bargaining and agreement interpretation.

• Sound judgment and excellent project and change management skills;

• Proven planning, organizational and administrative skills.

• Well-developed analytical, problem solving and interpersonal skills.

• Demonstrated ability to establish priorities and co-ordinate the activities of others through effective delegation and management is essential.

• Strong facilitation, research, negotiation and presentation skill.

• Experience in working with data, metrics and costing information, and reading financial documents.

• Working knowledge of a PC and associated Microsoft applications.

How to Apply

To find out more about the TTC and to apply online, by August 3, 2020, please visit www.ttc.ca/jobs, click on "current employment opportunities" and enter Requisition ID 2623 in the search field.

We thank all applicants for their interest but advise that only those selected for an interview will be contacted.

The TTC is committed to fostering a positive workplace culture with a workforce that is representative of the communities it serves. Committed to the principles of diversity and inclusion, the TTC encourages applications from all qualified applicants. Accommodation is available for applicants, including those with disabilities, throughout the recruitment process. Please contact Human Resources - Employment Services at 416-393-4570.

The TTC's Employment Policy prohibits relatives of current TTC employees from being hired, assigned, transferred or promoted into positions, where there is a conflict of interest due to relationship. Should you be selected for an interview, you will be required to disclose the name, relationship, and position of any relative who is a current TTC employee.