



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.

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Job Board Posting



Careers.Indigenous.Link

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HR STRATEGIC PARTNER

Job ID	41449-6315	
Web Address	https://careers.indigenous.link/viewjob?jobname=41449-6315	
Company	McMaster University	
Location	Hamilton, ON	
Date Posted	From: 2021-10-19	To: 2050-01-01
Job	Type: Full-time	Category: Education

Description

About McMaster

At McMaster University, our people are our most valuable asset. We strive to attract, develop, and retain the talented faculty and staff, and to foster inclusive excellence which values the strengths, perspectives, and contributions of each individual. McMaster's profile and stature has evolved to one of the Top 70 Universities in the World and recognition as Canada's Most Research Intense University. McMaster is recognized as one of the top employers in the Hamilton/Niagara region and has been recognized as one of Canada's Top Diversity employers in each of 2019, 2020 and 2021. Human Resources Services continues to align our efforts to enable university priorities, collaborate with our community partners, deliver service excellence, empower learning, and champion opportunities for individuals to grow their careers at McMaster University. This HR role will partner and provide support to the MacPherson Institute. The mission of the MacPherson Institute is to collaborate, enhance, support, and recognize teaching and learning experiences at McMaster. Specifically, the Institute partners with, supports, and connects diverse groups of educators by: 1) creating and delivering professional development that engages educators throughout their careers in teaching and learning in order to enhance the student learning experience; 2) facilitating curriculum development and revision that fosters continuous enhancement and engagement in learning; 3) supporting, conducting and recognizing teaching and learning scholarship that has the capacity to develop, inform, and enhance educational initiatives and student learning; and 4) encouraging and elevating the pedagogical use of educational technologies and creative solutions to enhance teaching and learning. The MacPherson Institute is committed to core values of collaboration, respecting and valuing diverse perspectives and approaches, trust and transparency, scholarly and creative exploration, caring relationships and a commitment to equity. McMaster University, Human Resources, and the MacPherson Institute are committed to building an inclusive community dedicated to teaching and learning within a diverse environment. We seek to attract culturally and academically diverse staff and welcome applications from qualified candidates with skills and abilities that will contribute to the values of equity, diversity and inclusion. About the Position The HR Strategic Partner (HRSP) provides focused leadership and coordination of comprehensive human resources strategies and initiatives within the MacPherson Institute, working within a collaborative environment to ensure an inclusive, positive and productive workplace culture, and optimal alignment of staff resources to advance key future of work priorities and continuously evolving needs.

The HRSP will provide leadership in HR, talent (planning, acquisition, and development) and change processes to enable an inclusive and innovative workplace culture and experience, as well as drive overall engagement. The HRSP will assist leaders in building a productive, welcoming, safe, and healthy work environment where every individual is able to achieve their best in alignment with McMaster's vision and values, which will enable delivery of key teaching, learning, and research goals. Core Accountabilities The HRSP will work to ensure alignment and effective execution of other critical portfolio requirements including complex recruitment activities, organizational design and role planning, customized onboarding, training and development activities, HR program management, equitable compensation reviews, and navigating the related employee and labour relations features associated with a diverse workforce. The HRSP will also provide leadership in:

- Develop resources and build capacity in areas of HR processes
 - Lead projects focused on advancing goals within HR areas with specific attention to equity, diversity, inclusion and accessibility
 - Conduct organizational design reviews and ensure new requirements and descriptions are formally documented, lead plans for effective implementation.
 - Assist leaders in advancing strategies to create and maintain a healthy, safe and engaging culture and workplace.
 - Develop, implement and monitor talent strategies.
 - Ensure a talent framework is in place to effectively assess needs within the portfolio.
 - Conduct regular analyses of portfolio talent acquisition and development requirements.
 - Oversee and execute recruitment strategies in collaboration with leadership team, OD, Employment Equity, HRSC and external partners.
 - Support the unit in monitoring and meeting our Equity, Diversity and Inclusion goals. May serve as the Employment Equity Facilitator for positions within the unit.
 - Ensure effective onboarding and retention strategies are being utilized to maximize experiences and success.
 - Implement and maintain a succession development plan for the portfolio.
 - Provide consulting guidance for all strategic human resources related matters to identify potential solutions which drive overall culture, engagement and productivity.
 - Function as subject matter expert and/ or project lead on new HR initiatives/ system enhancements and launches within portfolio.
 - Advise on, interpret, communicate and participate in the development of HR policies, practices, and processes to ensure strategic alignment.
- Conduct regular risk assessments and proactively address as required.
- Participate in HR meetings, Community of Practice forums and other HR development activities to continue growth as an HR professional and develop required networks.

What we are looking for The ideal candidate has demonstrated the ability to balance your sound knowledge of HR functions with the ability to be a true client-facing business partner. You have at least 7 years HR experience in a partner, consultant, or manager role, as well as a bachelor's

degree in HR or in business administration, commerce or equivalent. A CHRL designation (or nearly complete) is a preferred asset. You are a top performer in your current role with a proven track record of:

- Leading or consulting on HR strategy and/or initiative design, development, and execution.
- Talent management including acquisition, development, and succession planning.
- Facilitating complex, global recruitment strategies with demonstrated knowledge of Employment Equity.
- Creating an inclusive, healthy, and engaging culture.
- Consultation and collaboration across a diverse group of leaders and partners.
- Positively impacting strategic results/ advancing strategic objectives.
- Leading change initiatives.
- Identifying, designing, and facilitating learning and development opportunities.
- Coaching/mentoring leadership teams.
- Building inclusive and engaging teams/ promoting a positive and inclusive workplace culture.
- Delivering service excellence with a distinct focus on continuous improvement.
- Core knowledge of employment law, HR policies and HR/business acumen.
- Demonstrated experience with the administration of bargaining unit policies and procedures.
- Knowledge of HRIS systems/PeopleSoft an asset.

For more information, visit [McMaster University for HR STRATEGIC PARTNER](#)