



# 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

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## HR STRATEGIC PARTNER

<b>Job ID</b>	<b>41451-4918</b>	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=41451-4918">https://careers.indigenous.link/viewjob?jobname=41451-4918</a>	
<b>Company</b>	McMaster University	
<b>Location</b>	Hamilton, ON	
<b>Date Posted</b>	From: 2021-10-19	To: 2050-01-01
<b>Job</b>	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 Facility Services. Facility Services oversees all processes that are relevant to the smooth operation of university buildings and grounds. To do this, the department places a strong emphasis on inclusiveness and collaboration. Technological advancement, university needs, and organizational changes have been the driving forces of change in the past, bringing about newer and more efficient practices within the department. These factors continue to shape the way Facility Services operates. Facility Services is committed to providing a healthy, safe, supportive, and inspiring physical environment conducive to learning, teaching, research, community partnering, and the attraction and retention of quality students, faculty, and staff. Our vision outlines our focus on embracing innovation and commitment in designing, building, and maintaining facilities and grounds that ensure McMaster's continued placement as a world-class University. McMaster University, Human Resources, and Facility Services 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 Facility Services, 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, while enabling critical service delivery and achievement of 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:

- Strategic planning discussions: develop and document formal business and people plans which complement priority objectives, with detailed short term and long-term goals.
- Conduct organizational design reviews and ensure new requirements and descriptions are formally documented; lead plans for effective implementation.
- Develop, implement, and monitor to ensure a talent framework is in place to effectively assess needs within the portfolio, including key EDI deliverables.
- Oversee and execute recruitment strategies in collaboration with leadership team, OD, Employment Equity, HRSC and external partners.
- Conduct regular analyses of portfolio talent acquisition and development requirements.
- Provide guidance for all strategic human resources related matters to identify potential solutions which drive overall culture, engagement, and productivity.
- Oversee any strategic compensation related activities for the portfolio working in partnership with Total Rewards; partner with HR CoEs to ensure annual processes are being executed appropriately.
- Participate in HR meetings, Community of Practice forums and other HR development activities to continue growth as an HR professional and develop required networks.
- Coaching leaders on HR matters, ensuring overall alignment of HR activities to advance achievement of portfolio goals

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](#)