



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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Advisor, Diversity, Equity, Inclusion

Job ID	42-3C-81-B9-0E-75	
Web Address	https://careers.indigenous.link/viewjob?jobname=42-3C-81-B9-0E-75	
Company	Ivanho� Cambridge Inc.	
Location	Montreal Or Toronto, Quebec or Ontario	
Date Posted	From: 2021-04-03	To: 2021-06-02
Job	Type: Full-time	Category: Human Resources
Job Start Date	As soon as possible	
Languages	Strong oral and written communication skills in French and English	

Description

Ivanho  Cambridge Inc.

Advisor, Diversity, Equity, Inclusion

Reference: 5800

Position type : Salaried

Location: Montreal or Toronto

Ivanho  Cambridge develops and invests in high-quality real estate properties, projects and companies that are shaping the urban fabric in dynamic cities around the world. It does so responsibly, with a view to generate long-term performance. Ivanho  Cambridge is committed to creating living spaces that foster the well-being of people and communities, while reducing its environmental footprint.

Ivanho  Cambridge invests internationally alongside strategic partners and major real estate funds that are leaders in their markets. Through subsidiaries and partnerships, the Company holds interests in more than 1,000 buildings, primarily in the industrial and logistics, office, residential and retail sectors. Ivanho  Cambridge held close to C\$60,4 billion in real estate assets as at December 31, 2020 and is a real estate subsidiary of the Caisse de d p t et placement du Qu bec (cdpq.com), one of Canada's leading institutional fund managers. For more information: ivanhoecambridge.com.

Department : Human Resources

Position type : Salaried

Location : Montreal or Toronto

Specific accountabilities

Reporting to the Head of Global Initiatives, Diversity, Equity and inclusion, you serve as key contributor and advisor in developing and executing Ivanho  Cambridge  corporate diversity, equity and inclusion (DEI) strategy from an employer and investor lens. In performing these duties, you will help position the Company as a leader in the real estate industry in DEI-related matters.

As part of your role, you will work with team members and leaders from a variety of departments, markets and personal/professional backgrounds to diagnose the status quo and analyze best practices in DEI. You will also participate and advise on the creation, development, and implementation of a strategic action plan aimed at supporting the Company  business objectives at the national and international level.

Our ambition in this regard is strong with a goal to transform our practices and procedures for a resilient and sustainable impact. As a change agent, you will leverage your passion for diversity, equity and inclusion to help us build a rich, multifaceted culture in line with Ivanho  Cambridge  current and future needs.

Specific duties include the following:

   Implement the DEI strategic action plan and identify areas of opportunity in the process;

   Act as a key right hand, work closely with the Head of Global Initiatives, DEI and project team and assist and support the entire process, from diagnosing the organization in relation to DEI (including current data, practices and procedures,);

   Advise and guide the organization-wide transformation and strategy and ensure its effective implementation;

- â€¢ Influence and act as a change agent to foster and deliver innovative DEI-related leadership;
- â€¢ Engage and influence others and coordinate the overall plan; assist in the execution of initiatives in collaboration with multiple internal and external partners;
- â€¢ Keep abreast of trends and best practices and incorporate them into the organization as appropriate to create a more diverse, equitable and inclusive culture and strengthen the Companyâ€™s reputation in this regard;
- â€¢ Support and nurture strong and lasting partnerships with CDPQ members, partners and external suppliers in line with the action plan;
- â€¢ Identify external influencers, organizations and local experts to join forces with to develop programs in support of DEI efforts;
- â€¢ Use KPIs to develop tools to analyze performance and outcomes of selected initiatives;
- â€¢ Help organize, analyze, interpret, evaluate, produce and maintain data, surveys, benchmarks, reports, documents and presentations and recommendations of findings through the use of metrics and dashboards of DEI information in a concise format with attention to message and the audience;
- â€¢ Work with the Public Affairs and Communication teams in managing change in order to promote corporate initiatives;
- â€¢ Collaborate with the Corporate Social Responsibility team and other internal teams to integrate our principles of diversity, equity, and inclusion in the management of our assets, development projects, and relationships with our investment partners and communities;
- â€¢ Support, recommend and help drive relevant training and awareness activities to strengthen diversity, equity and inclusion within the organization;
- â€¢ Carry out other tasks as required.

Key requirements

- â€¢ Bachelorâ€™s degree in business administration, human resources, project management or a related discipline;
- â€¢ Minimum of five years of relevant experience in diversity, equity and inclusion and in working on large-scale projects (or a suitable combination of experience and education);
- â€¢ A strong interest, passion and commitment to diversity, equity and inclusion
- â€¢ Self-awareness and astute cultural acumen;
- â€¢ Experience in working with a team from diverse and multi-functional backgrounds and influencing various stakeholders;
- â€¢ Experience as a trainer, activity leader and group facilitator;
- â€¢ Experience in identifying and assessing needs, and implementing effective KPIs;
- â€¢ Data gathering, analysis, data visualization and presentation experience;
- â€¢ Ability to work independently, effectively manage priorities, multitask and perform under pressure, even in ambiguous situations;
- â€¢ Dynamic professional who is process driven, highly organized and business analytical with a keen business acumen;
- â€¢ Strong relationship building skills and ability to interact with internal and external stakeholders at all levels;
- â€¢ Strong oral and written communication skills in French and English;
- â€¢ Effective business analytics and data science skills
- â€¢ Solid skills and experience with Microsoft software suite including Microsoft Office, Visio, Sharepoint, One Note, and other technology and data visualization software to analyze, communicate and present key information from a multiple sources and produce engaging and informative communications.

If you are interested in this challenge, please submit your resume.

You have everything to gain!

When you join the Ivanho  Cambridge team, you are eligible for employment benefits and a pension plan that are among the best in the industry. Our many health and wellness programs encourage you to balance your work and personal lives and fulfil your desire for social involvement, while maintaining a healthy lifestyle. At Ivanho  Cambridge, you will have many opportunities to develop your skills and thrive professionally, in Canada or elsewhere in the world. Our initiatives aimed at creating an exceptional working environment that inspires our employees to give the best of themselves elevated Ivanho  Cambridge into the ranks of 100 Top Employers in Canada.

Ivanho  Cambridgeâ€™s commitment to diversity and inclusion spans the breadth of its operations. Accommodations are available upon request for candidates taking part in all aspects of the selection process. We take pride in creating a working environment where everyone is set up for success. Please advise us of any accommodations needed to ensure

you have access to a fair and equitable process. Any information received relating to accommodation will be addressed confidentially .

Ivanho  Cambridge Inc.

Conseiller( re), Diversit ,  quit  et inclusion

R f rence : 5800

Type de poste : Salari 

Endroit : Montr al ou Toronto

Ivanho  Cambridge d veloppe et investit dans des propri t s, des projets et des soci t s immobili res de grande qualit , qui fa sonnent la trame urbaine des villes dynamiques   travers le monde. Elle le fait de mani re responsable afin de g n rer de la performance   long terme. Ivanho  Cambridge s mengage   cr er des espaces vivants qui favorisent le bien- tre des gens et des communaut s, tout en r duisant son empreinte  cologique.

Ivanho  Cambridge s massocie dans le monde entier   des partenaires strat giques et   des fonds immobiliers d tenvergure qui sont des chefs de file dans leurs march s. Par l ntremise de filiales et de partenariats, elle d tient une participation dans plus de 1 000 immeubles, principalement dans les secteurs des bureaux, des centres commerciaux, de l industriel/logistique et du r sidentiel. Ses actifs immobiliers s m levaient   pr s de 64 G\$ CA au 31 d cembre 2019. Ivanho  Cambridge est une filiale immobili re de la Caisse de d p t et placement du Qu bec (cdpq.com), l un des plus importants gestionnaires de fonds institutionnels au Canada. Pour plus de renseignements : ivanhoecambridge.com.

Service : Ressources humaines

Type de poste : Salari 

Des d fis   la hauteur de vos talents!

Sous la responsabilit  de la Cheffe des initiatives globales, diversit ,  quit  et inclusion, vous agirez   titre de collaborateur et conseiller principal dans l m laboration et l m xecution de la strat gie de diversit ,  quit  et inclusion d Ivanho  Cambridge. Par vos fonctions, vous contribuerez   positionner l organisation comme leader de l industrie immobili re en cette mati re.

Durant votre mandat, vous  tablirez le diagnostic de la situation actuelle et analyserez les meilleures pratiques en mati re de diversit ,  quit  et inclusion en collaboration avec des coll gues et des cadres provenant d autres services ou r gions, ou poss dant des bagages d exp rience personnelle et professionnelle distincts. De plus, vous prendrez part, par vos conseils,   la cr ation, au d veloppement et   la mise en  uvre d un plan d m ction strat gique visant   soutenir les objectifs d affaires de l organisation   l  chelle nationale et internationale.

Nous affichons   cet  gard la haute ambition de transformer nos pratiques et proc dures dans une optique de r silience et de p rennit . En tant qu agent de changement, votre passion pour la diversit , l  quit  et l inclusion vous permettra de fa onner une culture riche en talents diversifi s afin de r pondre aux besoins actuels et futurs de l entreprise.

Les responsabilit s sp cifiques incluent :

   Mettre en  uvre le plan d m ction strat gique en mati re de diversit ,  quit  et inclusion et cerner les pistes d m m lioration pendant le processus;

   Agir en tant que bras droit de la Cheffe des initiatives globales, diversit ,  quit  et inclusion, travailler en  troite collaboration avec l  quipe de projets et soutenir l ensemble du processus,   partir du diagnostic (et notamment de l examen des donn es, pratiques et proc dures actuelles) sur la base des crit res de diversit ,  quit  et inclusion;

   Piloter la strat gie et la transformation   l  chelle de l organisation, fournir des avis et assurer un d ploiement efficace;

   Imprimer sa marque sur l organisation et agir en tant qu agent de changement afin de favoriser et de fournir un leadership innovant en mati re de diversit ,  quit  et inclusion;

   Mobiliser et influencer les parties prenantes et coordonner le plan global;

   Aider   l m xecution des initiatives en collaboration avec des partenaires internes et externes multiples;

   Suivre les tendances et les meilleures pratiques pour les int grer, lorsque c est appropri , au fonctionnement de l organisation dans le but de cr er une culture plus diversifi e,  quitable et inclusive et d m m liorer la r putation d Ivanho  Cambridge en cette mati re;

- â€¢ Appuyer et maintenir des partenariats solides et durables avec des membres de la Caisse de d p t et placement du Qu bec, de nos partenaires et des fournisseurs externes conform ment au plan d taction;
- â€¢ Trouver   l t externe des influenceurs, des organisations et des experts r gionaux avec lesquels nous associer pour cr er des programmes qui appuient nos efforts en mati re de diversit ,  quit  et inclusion;
- â€¢ Utiliser des indicateurs cl s afin de d velopper des outils d tanalyse du rendement et des r sultats de certaines initiatives;
- â€¢ Aider   organiser, analyser, interpr ter,  valuer, produire et conserver l t information sur la diversit , l t  quit  et l t inclusion (les donn es, sondages, r f rences, rapports, documents, pr sentations, recommandations et conclusions) en utilisant des indicateurs et des tableaux de bord et regrouper l t information de fa on concise, en portant attention au message et au public cible;
- â€¢ Travailler avec les  quipes des Affaires publiques et communications lors de la gestion du changement afin de promouvoir les initiatives de l t organisation;
- â€¢ Collaborer avec l t  quipe Responsabilit  sociale de l t entreprise et d t autres  quipes   l t interne afin d t integrer nos principes de diversit , d t  quit  et d t inclusion dans la gestion de nos actifs, de nos projets de d veloppement et de nos relations avec les partenaires investisseurs et les communaut s d t investissements;
- â€¢ Proposer et aider   mettre en place des activit s de formation et de sensibilisation pertinentes afin de reconna tre et de valoriser la diversit , l t  quit  et l t inclusion au sein de l t organisation;
- â€¢ S t acquiescer d t autres t ches au besoin.

Connaissances et aptitudes requises

- â€¢ Baccalaur at en administration des affaires, gestion des ressources humaines, gestion de projets, ou dans un domaine connexe;
- â€¢ Minimum de cinq ann es d t exp rience pertinente dans le domaine de la diversit , de l t  quit  et de l t inclusion et en gestion de projets d t envergure (ou toute combinaison pertinente d t exp rience et d t  tudes);
- â€¢ Vif int r t et engagement passionn  pour la cause de la diversit , de l t  quit  et de l t inclusion;
- â€¢ Exp rience de travail au sein d t une  quipe diversifi e, o  se c toient des gens ayant occup  des postes tr s vari s, et dans un r le d t influence aupr s de diff rentes parties prenantes;
- â€¢ Exp rience en formation, animation et facilitation de groupe;
- â€¢ Exp rience dans l t identification et l t  valuation des besoins et la mise en place d t indicateurs de performance efficaces;
- â€¢ Autonomie, gestion efficace des priorit s et capacit    travailler sous pression et   accomplir plusieurs t ches en m me temps dans des contextes parfois ambigus;
- â€¢ Professionnalisme, style de gestion orient  vers les processus, comp tences analytiques et sens aigu de l t organisation et des affaires;
- â€¢ Excellente capacit    nouer des liens et   interagir avec les parties prenantes internes et externes   tous les niveaux;
- â€¢ Bonne aptitude   communiquer   l t oral et   l t  crit en fran ais et en anglais;
- â€¢ Solides connaissances et exp rience en ce qui a trait   l t utilisation de Microsoft Office et des logiciels et de la technologie en g n ral pour analyser, communiquer et pr senter des renseignements cl s provenant de sources multiples et produire des documents informatifs attrayants.

Si ce d fi vous int resse, faites-nous parvenir sans tarder votre curriculum vitae!

Vous avez tout   gagner!

En travaillant chez Ivanho  Cambridge, vous aurez droit   des avantages sociaux et   un r gime de retraite parmi les meilleurs de l t industrie. Gr ce   nos nombreux programmes ax s sur la sant  et le mieux- tre, vous pourrez concilier travail et vie personnelle et combler votre envie d t implication sociale, tout en maintenant de saines habitudes de vie. Vous aurez de nombreuses occasions de d velopper vos comp tences et de vous  panouir professionnellement, au Canada ou ailleurs dans le monde. Nos efforts pour cr er un cadre de travail exceptionnel, o  nos employ s peuvent donner le meilleur d t eux-m mes, ont valu   Ivanho  Cambridge de figurer parmi les 100 meilleurs employeurs au Canada.

L t engagement d t Ivanho  Cambridge en mati re de diversit  et d t inclusion s t  tend   l t ensemble de ses activit s. Des accommodements sont offerts aux candidats qui en font la demande, et ce,   toutes les  tapes du processus de s lection. Nous sommes fiers de cr er un milieu de travail favorisant la

reassure de tous nos employés. Veuillez nous informer de quelconques accommodements nécessaires afin d'assurer que vous ayez accès à un processus juste et équitable. Toute information reçue relativement aux accommodements sera traitée de façon confidentielle.

How to Apply

Please click Apply Now!