



# 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:

Toll Free Phone: (866) 225-9067

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# Job Board Posting



Careers.Indigenous.Link

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## Assistant Deputy Minister, Talent And Leadership Division

**Job ID** 4D-51-B1-21-C6-4C

**Web Address**

<https://careers.indigenous.link/viewjob?jobname=4D-51-B1-21-C6-4C>

**Company** Treasury Board Secretariat

**Location** Toronto, Ontario

**Date Posted** From: 2023-06-06 To: 2023-12-03

**Job** Type: Full-time Category: Human Resources

**Job Salary** \$164,910 - \$224,940 Per Year

**Languages** English

### Description

At the Ontario Public Service (OPS), we take great pride in delivering services that strengthen Ontario, its places, and people. As a people-driven organization, our Human Resources strategy is simple: attract, develop, and retain top talent and leaders that reflect Ontario's diversity to ensure we achieve our mission.

We are a values-based organization. Inclusion, integrity, and excellence define how we work and engage with each other and the public. We take pride in the inclusive, anti-racist, and accessible workplace that we are cultivating. We offer purpose-driven, meaningful work, commitment to leadership development, flexibility and competitive compensation and benefits.

As a seasoned human resources leader, you are one of the best at what you do. You understand the impact talent and leadership have on business outcomes. You have a passion for growing and developing people, and you are excited to shape the future of work in one of the province's largest workforces.

Consider joining Ontario's public service to drive strategy and deliver programs that enrich the lives of Ontarians through outstanding leaders and best-in-class talent.

#### OPS Commitment to Diversity, Inclusion, Accessibility, and Anti-Racism

The OPS is an innovative, responsive, and accountable public service that works hard to be diverse, anti-racist, inclusive, accessible, merit-based, respectful, and equitable. Diversifying leadership teams is a top OPS priority, with the goal to achieve parity with the Ontario labour force by 2025 for the most underrepresented groups (Indigenous, racialized and persons with disabilities) in leadership positions.

To advance this goal, the OPS is collecting socio-demographic information that will help to address potential barriers and achieve equity in hiring. You are requested to complete the voluntary survey and contribute to building a more diverse, anti-racist, inclusive and accessible OPS.

The OPS invites all interested individuals to apply. As an organization that promotes equity and diversity, the OPS encourages applications from Indigenous and racialized individuals and persons with disabilities. The OPS offers employment accommodation across the recruitment process and all aspects of employment consistent with the requirements of Ontario's Human Rights Code . A

dedicated team of employment accommodation specialists is available to discuss individual accommodation needs and ensure the hiring process is inclusive and free from barriers. Contact them at [ExecutiveAccommodations@ontario.ca](mailto:ExecutiveAccommodations@ontario.ca) if you require an accommodation to participate in the recruitment process. All information discussed related to accommodation will be kept confidential.

Visit the OPS Anti-Racism Policy , the OPS Diversity and Inclusion Blueprint and the Multi-Year Accessibility Plan <

<https://www.ontario.ca/page/accessible-design-2022-2025-ops-multi-year-accessibility-plan#:~:text=The%20Multi%20Year%20Accessibility%20Plan,barriers%20for%20persons%20with%20disabilities> > to learn more about the OPS commitment to advancing racial equity, accessibility, diversity and inclusion in the public service.

What can I expect to do in this role

As the Assistant Deputy Minister responsible for talent and leadership strategy and programs, you will partner with leaders across the public service to drive People Plan priorities. You will play a pivotal role in attracting, developing, and retaining skilled and diverse talent through initiatives that modernize work, grow and develop talent, and nurture belonging and mental wellbeing.

You will lead five teams that source, assess, develop, and deploy people along the full length of the talent continuum - student to deputy minister:

- Leadership strategy and succession management
- Talent acquisition and recruitment
- Learning and leadership development and performance optimization
- Student and internship recruitment programs
- Strategic initiatives and digital talent strategy

You will also function as secretary to the Public Service Commission and Executive Development Committee, critical deputy minister-level committees that are responsible for setting the human resource strategy and mandate for the organization. As secretary, you will provide strategic advice on matters ranging from executive appointments and development, to HR policy issues, and public service ethics.

How do I qualify

Executive Leadership

- An effective leader in the Ontario Public Service is responsible, innovative, and collaborative.
- A responsible leader demonstrates authenticity, accountability, and courage in how they interact with others. They model ethical behaviour, are honest and capable of making difficult choices.
- An innovative leader leads with common purpose, embraces positive disruption, and has a future mindset. They inspire others, value continuous learning, and encourage development and integration.
- A collaborative leader focuses on helping others to grow, drives people-centred outcomes and promotes an environment of inclusivity. They consistently work to confront bias and systemic barriers while understanding the importance of creating a more diverse and accessible workplace.

Talent and Leadership Insights

- A creative and future-focused thought leader in the talent and leadership space
- Expertise in organizational dynamics, leadership culture and strategy, and talent management and development to drive integrated frameworks for sourcing, attraction, assessment, development, and succession

- Demonstrated success in leading the development and implementation of talent and leadership programs in a complex organization with multiple business lines and diverse stakeholders

#### Strategy and Transformation

- An expert at creating vision and strategy to realize preferred outcomes, as well as build excitement to advance strategic imperatives
- Proactive with a bias for action and strength in execution
- Ability to make sense of complexity and comfortably operate in an ambiguous environment
- Driven to create strategic value through integration and simplicity
- Known as an inspiring leader who can coach and enable leaders and teams to navigate change and transformation

#### Stakeholder Engagement and Political Acuity

- Exceptional ability to build trust and maintain effective relationships with stakeholders, partners, and clients
- A high degree of political acuity to appropriately deal with sensitive situations and influence outcomes aligned with objectives
- Resilient with the ability to remain focused and adaptable when faced with challenging demands
- Track record of prioritizing employee experience as the essential key to your success as an executive leader

#### Bonus info section:

- The OPS uses multiple methods to assess candidates for executive positions; these may include resume screening, interviews, assignments, psychometric assessments, simulations, and reference checks.

Location: Toronto

Salary: \$164,910 - \$224,940 Per Year

Job Term: 1 Permanent

#### **How to Apply**

Click "Apply Now"

Please apply online, only, by Friday, June 16, 2023, Please follow the instructions to submit your application. Faxes are not being accepted at this time.

If you require accommodation in order to participate in the recruitment process, please contact the Executive Recruitment Unit at [careersexecutive@ontario.ca](mailto:careersexecutive@ontario.ca). Only those applicants selected for an interview will be contacted.

The Ontario Public Service is an inclusive employer. Accommodation will be provided in accordance with Ontario's Human Rights Code.

[www.ontario.ca/careers](http://www.ontario.ca/careers)