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.

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Job Board Posting

Careers.Indigenous.Link

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HR Advisor, Equity, Diversity And Inclusion/Conseiller(ere) En RH, Equite, Diversite Et Inclusion

Job ID	**52-54-10-06-62-42**	
Web Address	https://careers.indigenous.link/viewjob?jobname=52-54-10-06-62-42	
Company	National Research Council Canada	
Location	Within A National Research Council Office Across Canada , Across Canada	
Date Posted	From: 2023-03-17	To: 2023-03-27
Job	Type: Full-time	Category: Human Resources
Job Salary	From $89,315 To $99,280 Per Annum.	
Languages	Bilingual Imperative CBC/CBC	

Description

Help bring research to life and drive your career forward with the National Research Council of Canada (NRC), Canada's largest research and technology organization.

We are looking for a Human Resources (HR) Advisor, Equity, Diversity and Inclusion (EDI) to support our HR Branch. The HR Advisor would be someone who shares our core values of Integrity, Excellence, Respect and Creativity.

You will provide HR program advice, guidance and subject expertise to advance EDI in the workplace. You will drive and support initiatives to recruit and retain a diverse workforce, identify and remove barriers to employment, advancement and participation, and to foster an inclusive, accessible and anti-racist culture. You will work closely with management, champions, grassroots organizations, HR practitioners and other service providers to advance workforce and workplace EDI goals.

This position will be part of a new work unit responsible for the delivery of workplace programs to advance equity, diversity and inclusion (EDI), official languages (OL) and wellness.

This role will appeal to a results driven HR practitioner who values partnering and is committed to advancing EDI in the workplace. You will be motivated by the challenge of delivering HR programs and advice that enables meaningful change and the advancement of research and innovation.

Contribuez a la realisation de travaux de recherche strategiques et poursuivez une carriere prometteuse au Conseil national de recherches du Canada (CNRC), la plus grande organisation de recherche et de technologie au Canada.

Nous souhaitons embaucher un Conseiller ou une conseillere en ressources humaines (RH), Equite, diversite et inclusion (EDI) en vue de soutenir la Direction des RH. La personne choisie doit partager nos valeurs fondamentales relatives a l'integrite, a l'excellence, au respect et a la creativite.

Vous fournirez des conseils, de l'orientation et votre expertise quant aux programmes RH ayant pour but de faire progresser l'EDI en milieu de travail.

Vous menerez et soutiendrez des initiatives visant a recruter et a maintenir en poste une main-d'oeuvre diversifiee, a cerner et a eliminer les obstacles a l'emploi, a l'avancement et a la participation, et a favoriser une culture inclusive, accessible et antiraciste. Vous collaborerez etroitement avec la direction, les champions, les organismes communautaires, les practiciens des RH et d'autres fournisseurs de services afin de faire progresser les objectifs d'EDI au sein de l'effectif et en milieu de travail.

Ce poste fera partie d'une nouvelle unite de travail responsable de la prestation de programmes en milieu de travail visant a promouvoir l'EDI, les langues officielles (LO) et le mieux-etre.

Ce poste interessera une personne specialiste des RH axee sur les resultats, qui valorise le partenariat et s'engage a faire progresser l'EDI en milieu de travail. Vous serez une personne motivee par le defi de fournir des programmes et des conseils en matiere de RH qui permettent des changements significatifs ainsi que l'avancement de la recherche et de l'innovation.

Experience

Experience in human resources management including providing strategic and functional advice on employment related policies, programs and/or initiatives.

Experience implementing employment and workplace focused strategies, programs, training and/or approaches to advance EDI.

Experience designing and developing programs, tools and/or approaches for broader roll-out and use by various stakeholders.

Experience transferring knowledge to others (e.g. managers, HR practitioners, other service providers).

Experience de la gestion de RH, y compris la prestation de conseils strategiques et fonctionnels sur les politiques, les programmes et les initiatives lies a l'emploi.

Experience de la mise en oeuvre de strategies, de programmes, de formations ou d'approches en matiere d'EDI qui sont axes sur l'emploi et le milieu de travail.

Experience de la conception et de la mise au point de programmes, d'outils ou d'approches en vue d'une mise en oeuvre et d'une utilisation elargies par divers intervenants.

Experience du transfert de connaissances a d'autres personnes (p. ex. gestionnaires, praticiens des RH, autres fournisseurs de services).

Education Requirements

Degree from a recognized university in a field relevant to the work to be performed.

An equivalent combination of experience, education, training and/or experience may be accepted.

Diplome d'une universite reconnue dans un domaine connexe au poste.

Un agencement acceptable d'etudes, de formation et (ou) d'experience pourrait etre considere.

Essential Skills

- Strong knowledge of HR management principles, practices, and frameworks.
- Knowledge of barriers faced by equity deserving groups in employment and the workplace, and strategies, approaches and promising practices to advance EDI in a workplace setting.
- Ability to provide sound advice and to transfer knowledge to stakeholders including managers, HR practitioners and other service providers.
- Ability to produce high quality written products including reports, communiques, briefings, tools and resource materials for stakeholders at all levels.
- Ability to conduct research and analysis and to formulate recommendations and paths forward.
- Ability to manage projects, deliver results, and bring work to completion.

- Solide connaissance des principes, des pratiques et des cadres de gestion des RH.
- Connaissance des obstacles auxquels sont confrontes les groupes vises par les mesures d'equite en matiere d'emploi dans le cadre du travail et du milieu de travail, ainsi que des strategies, approches et pratiques prometteuses pour faire progresser l'EDI dans le milieu de travail.
- Capacite de fournir des conseils judicieux en matiere de RH et de transferer des connaissances aux intervenants et aux partenaires, y compris les gestionnaires, les praticiens des RH et les autres fournisseurs de services.
- Capacite d'elaborer des produits ecrits et des ressources documentaires de haute qualite pour une variete d'intervenants.
- Capacite d'effectuer des recherches et des analyses de meme que de formuler des recommandations et des pistes d'action.
- Capacite de gerer des projets, d'obtenir des resultats et de mener le travail de la conception a l'execution.

How to Apply

Click "Apply Now"