



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.

Corporate Headquarters:
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Job Board Posting



Careers.Indigenous.Link

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Senior Organizational Effectiveness Advisor

Job ID	570280300-2717	
Web Address	https://careers.indigenous.link/viewjob?jobname=570280300-2717	
Company	Suncor	
Location	Mississauga, Ontario	
Date Posted	From: 2019-07-08	To: 2050-01-01
Job	Type: Full-time	Category: Resource Sector

Description

LOCATION: Mississauga, Ontario (CA-ON)

JOB NUMBER: 29083 Why you should join us: Here at Suncor, Human Resources (HR) is a key strategic partner with our business, helping to ensure that we have the work environment, leadership, talent and culture to deliver business results. This is an energizing challenge as Suncor navigates a dynamic business environment, the ongoing digitalization of our operations and a desire to make our company a great place to work. It is a really exciting time to be a part of HR. In this senior-level position, you will support our Downstream Business Unit. This is a diverse and progressive portfolio including our retail, wholesale, renewables, refining, supply and trading business areas. You will use your expertise to: Consult with and coach both business leaders and internal HR partners in four key service areas: Operating Model and Organization Design - design and develop business area mandates, operating and service delivery models; implement effective and efficient organization structures that enable business strategy Team Effectiveness - assess team strengths and opportunities using time tested techniques; recommend and facilitate the right solutions for improved team performance Change Readiness - clarify the case for change, understand the key players and how they are impacted and then develop and execute plans to get people ready to adopt the change so that intended business benefits can be fully realized Culture - help advance Suncor's culture by understanding current state gaps and then recommending and facilitating approaches to gap closure

Key accountabilities include: Assess organization, team and individual challenges in the workplace in order to drive business performance Partner with HR, Communications, and Learning professionals to deliver practical, actionable solutions in Organizational Effectiveness (OE) service areas Manage important client relationships Understand the broader Suncor and business area context for OE work and collaborating to draw appropriate linkages and manage interfaces Source, onboard and provide quality assurance for work delivered by external providers

We'd like to review your application if you have: Must-haves (minimum requirements):

- Eight years of progressive experience in HR or consulting, with at least five years in an OE role
- A Bachelor's degree in the OE field, Human Resources or Business
- Strong consulting skills, including a demonstrated ability to collaborate with leaders and their teams in the design of OE solutions that are based on sound assessment, solid OE theory and practice, and alignment with business priorities
- Strong business acumen
- Self-direction, with an ability to identify, design and action multiple individual, departmental and organizational improvements and projects while working in a collaborative manner
- Strong interpersonal and group facilitation skills along with the ability to provide effective leadership and positively influence, partner with and coach others
- Foundational project planning and management skills
- A demonstrated ability to communicate within all levels, which includes solid verbal, written, presentation and one-on-one communication skills
- Alignment with our values of: safety above all else, respect, raise the bar, commitments matter and do the right thing

Preference for:

- A Master's degree in business or the OE field

Where you'll be working, your work schedule, and other meaningful information:

- You will work out of our Downstream head office in Mississauga, located at 2489 North Sheridan Way
- Hours of work are a regular 40-hour work week, Monday to Friday
- Your portfolio is geographically distributed across Canada and the United States, so frequent travel will be required SAP:IND

Why Suncor We are Canada's leading integrated energy company with a business portfolio that includes oil sands development and upgrading, offshore oil and gas production, petroleum refining, and product marketing under the Petro-Canada brand. Our global presence offers rewarding opportunities for you to learn, contribute, and grow in a variety of career-building positions. We live by the value of safety above all else; do it safely, or don't do it. Our strong track record of growth and a focus on sustainability mean tremendous potential for the future. Learn about our mission, vision and values. In addition to rewarding job opportunities, we offer an attractive employee package, including:

- Competitive base salary, compensation programs, and an annual incentive program
- Flexible benefits package
- Rewarding pension and savings plans

Stay connected to us:

- Follow us on LinkedIn, Facebook and Twitter for the latest job postings and news
- Join our Talent Community and sign up to receive customized job alerts
- Read our Suncor Connections newsletter to see what we're doing in the communities we live and work in

We are an equal opportunity employer and encourage applications from all qualified individuals. We are committed to providing a diverse and inclusive work environment where every employee feels valued and respected. We will consider accessibility accommodations to applicants upon request.

Check out our social goal to learn how we are working to build greater mutual trust and respect with the Indigenous Peoples in Canada. Please note

that our job postings are typically open for two weeks, so don't delay, apply now.JOB CATEGORY: Business Professionals

For more information, visit [Suncor for Senior Organizational Effectiveness Advisor](#)